



NOTICE OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD

Pursuant to A.R.S. § 38-431.02, notice is hereby given to the members of the Maricopa County Workforce Development Board and to the general public that the Maricopa County Workforce Development Board will hold a meeting open to the public on:

Thursday, February 19, 2026 – 9:30 a.m. - 11:00 a.m.

<https://www.gotomeet.me/MaricopaCountyWDB>

Phone: +1 (872) 240-3212; Access Code/Meeting ID: 167-097-701 #

The agenda for the meeting is as follows:

****Indicates materials attached, please review/read prior to meeting.***

1. Call to Order.

2. Roll Call.

3. Welcome, Chair Opening Remarks. (10 minutes)

4. WDD Service Provider Update* (10 minutes)

5. Consent Agenda. (5 minutes)

For Possible Action.

The MCWDB Full Board will consider and vote on the items on the consent agenda. Consent agenda is established to efficiently dispense the business of the MCWDB. These items will not be discussed unless a Member of the Full Board asks to remove an item from the consent agenda.

- a. Meeting Minutes: November 20, 2025***
 - b. One Stop Operator Quarter 2 Performance Assessment***
 - c. Needs Additional Assistance Policy***
 - d. Selective Service Policy***
 - e. Youth Program Eligibility Policy***
 - f. Title 1B Quarterly Report***
 - g. Youth Committee Membership Update***
-

6. MCWDB Reports

- a. Maricopa County Workforce Development Board Quarter 2 Report***
 - b. Fiscal Report***
 - c. Executive Director Report***
 - d. Strategist Report***
 - e. Monthly One Stop Operator Report***
-

7. Community Impact Statement. (5 minutes)

- a. Success Story***

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.

8. Information/Discussion/Possible Action.
a. Targeted In-Demand Industries (10 minutes)
-

9. Information/Discussion Only.
- a. Arizona State University - AI *(15 minutes)
 - b. Boilermakers Local 627 - Post BuildItAZ Grant Summary Report* (15 minutes)
 - c. Strategic Plan Progress Update* (10 minutes)
 - d. MCWDB Workgroup Updates (10 minutes)
 - i. Advanced Manufacturing/Semiconductor Workgroup
 - ii. Regional Workforce/Economic Development Workgroup
 - e. MCWDB Committee Reports (5 minutes)
 - i. Executive Committee
 - ii. Youth Committee
-

10. Call to the Public.

11. Adjourn.

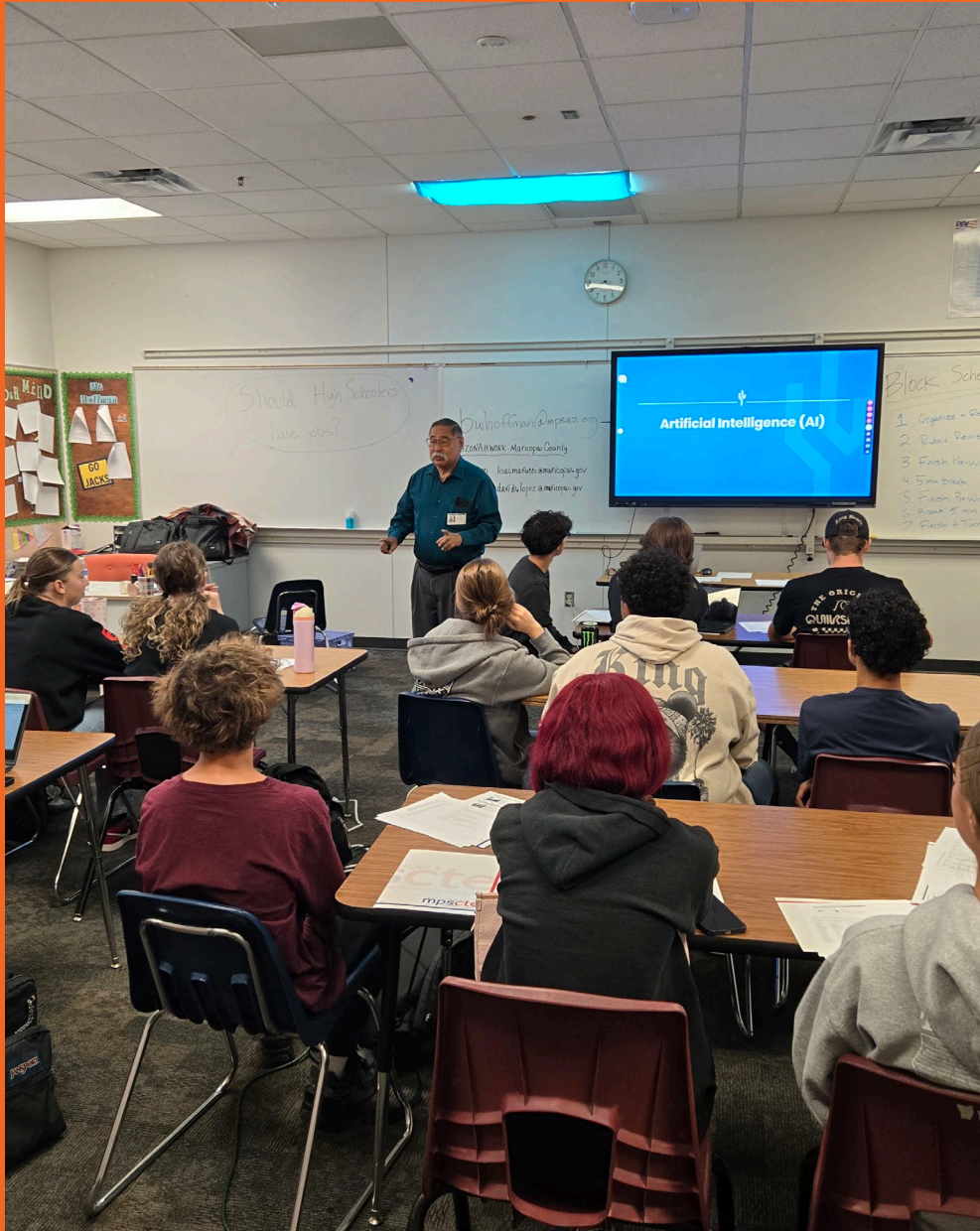
NEXT REGULAR MCWDB FULL BOARD MEETING: April 16, 2026

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.



WDD Service Provider Update.

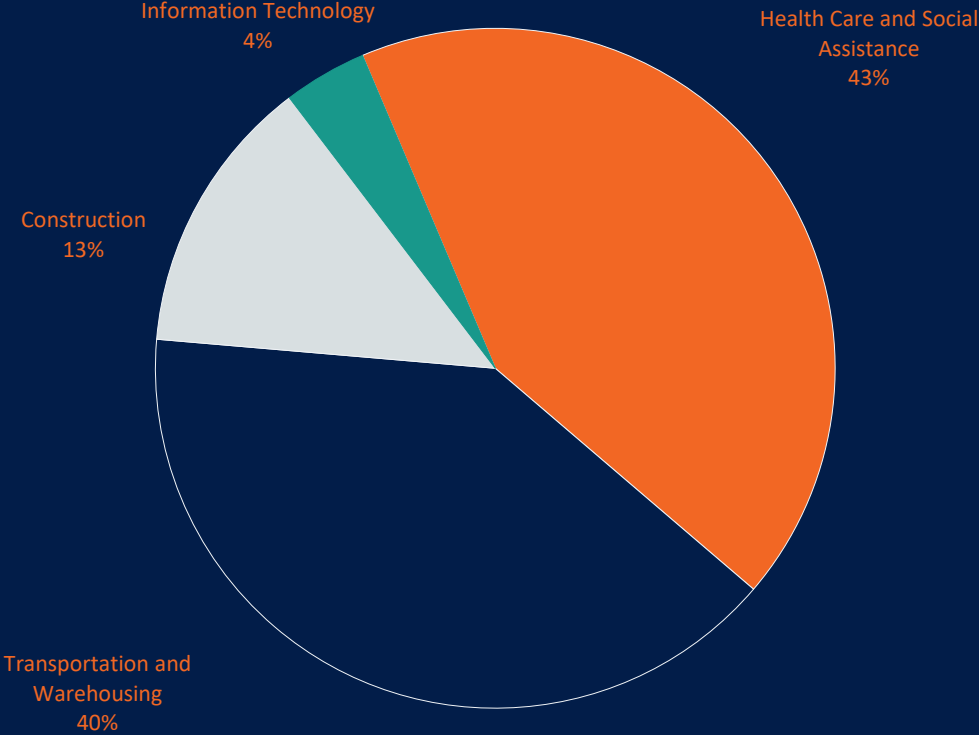


Title 1B – Service Provider Update

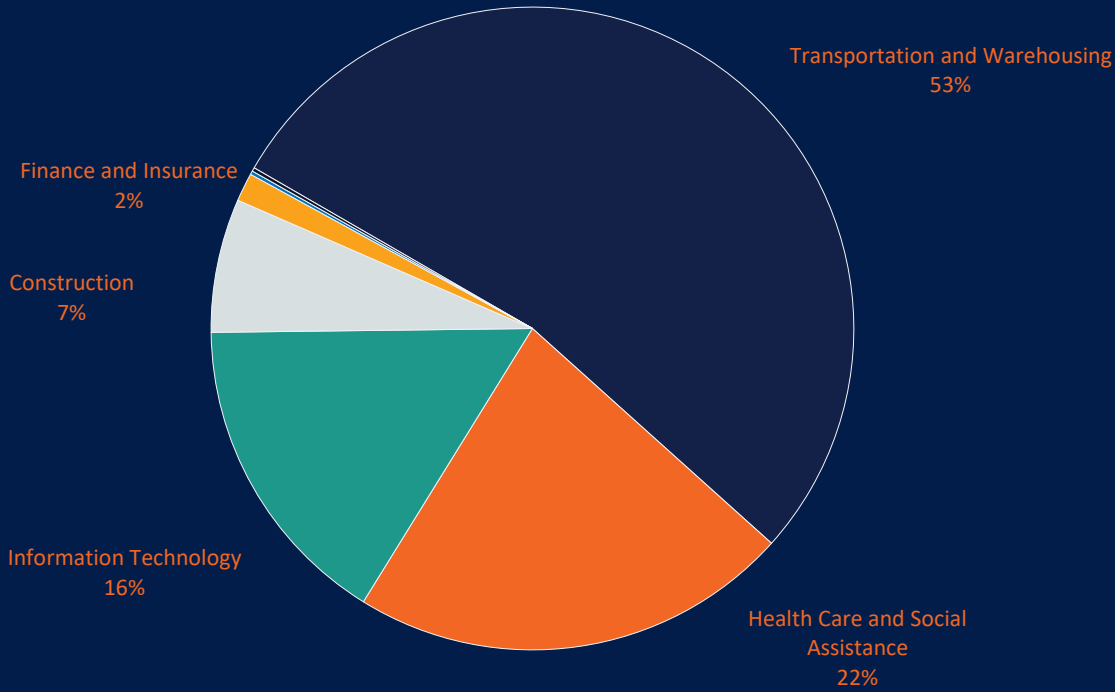
February 2026

Occupational Skills Training

Percentage of Industry Funding for Youth

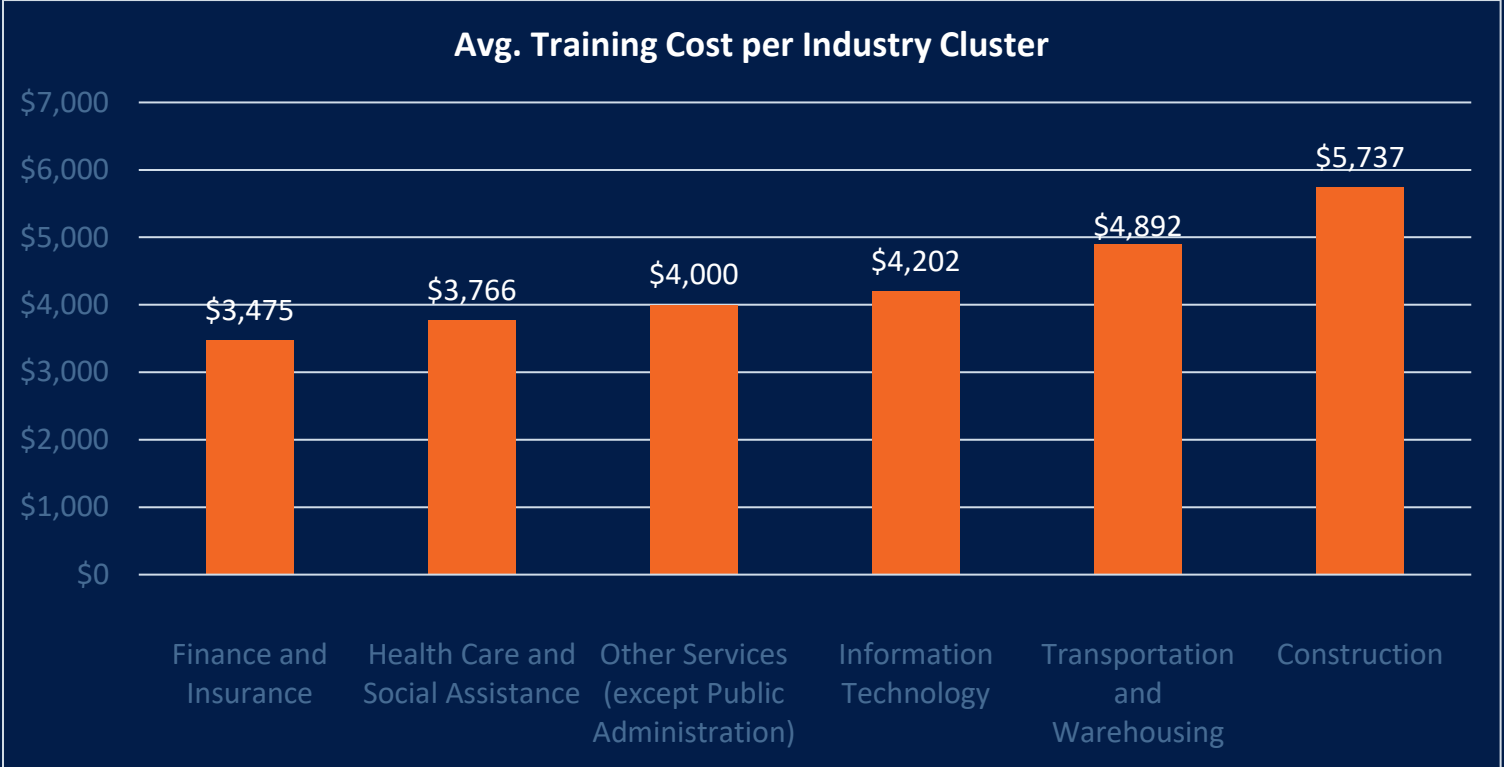


Percentage of Industry Funding for AD-DW/SJ



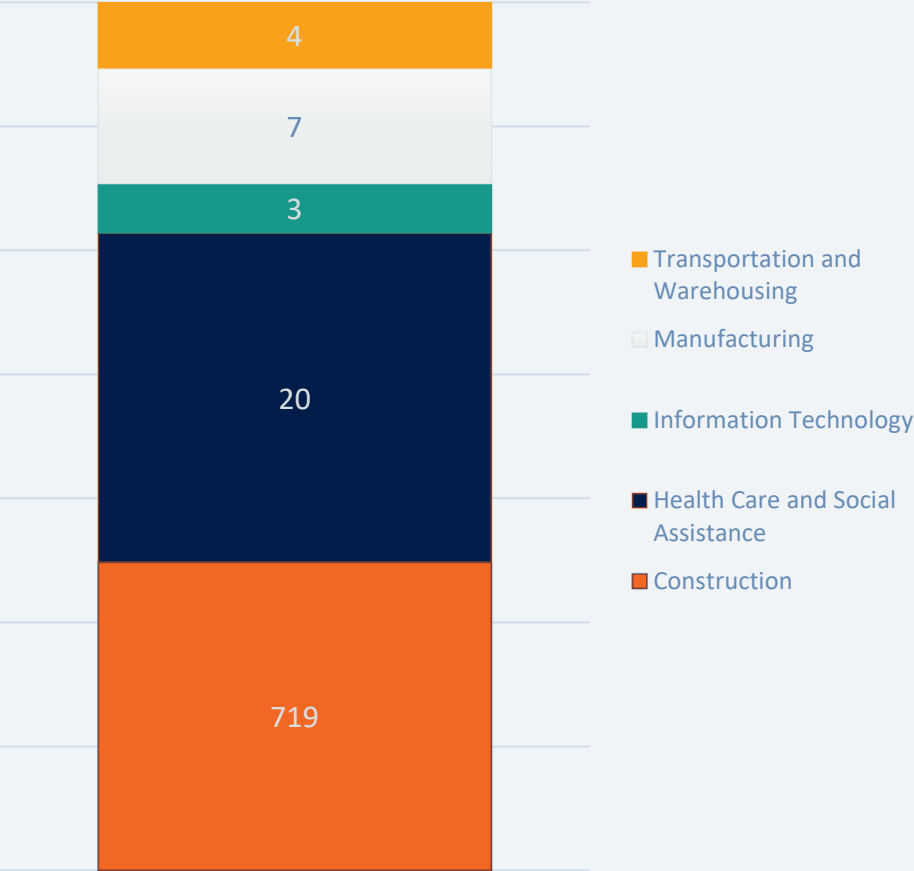
Occupational Skills Training

Industry	AD/DW Funds	Smart Justice Funds Expended	Youth Funds Expended
Advanced Manufacturing	\$4,000	\$433	\$0
Construction	\$82,920	\$64,000	\$82,573
Finance/Insurance	\$31,274	\$0	\$0
Healthcare/Social Assistance	\$479,455	\$4,800	\$265,182
IT	\$328,043	\$21,252	\$24,662
Transportation	\$888,635	\$275,930	\$249,339
Other	\$4,000	\$0	\$0
Total	\$1,818,327	\$366,415	\$621,756



Registered Apprenticeships

Enrollments by Industry



Training Provider	# of Enrollments	Total Training Funded	Avg. Training Cost
Training Provider 1	70	\$250,418	\$3,577
Training Provider 2	112	\$629,539	\$5,621
Training Provider 3	1	\$600	\$600
Training Provider 4	8	\$24,000	\$3,000
Training Provider 5	182	\$573,453	\$3,151
Training Provider 6	1	\$2,000	\$2,000
Training Provider 7	13	\$32,000	\$2,462
Training Provider 8	51	\$139,150	\$2,728
Training Provider 9	73	\$306,500	\$4,199
Training Provider 10	10	\$23,827	\$2,383
Training Provider 11	74	\$111,544	\$1,507
Training Provider 12	5	\$90,250	\$18,050
Training Provider 13	5	\$24,000	\$4,800
Training Provider 14	12	\$20,259	\$1,688
Training Provider 15	3	\$24,000	\$8,000
Training Provider 16	19	\$40,650	\$2,139
Training Provider 17	17	\$119,000	\$7,000
Training Provider 18	15	\$100,585	\$6,706
Training Provider 19	80	\$179,280	\$2,241
Training Provider 20	2	\$449	\$225
Grand Total	753	\$2,691,505	\$3,574

Job Fair Success

PY25 (Q1/Q2)

- 543 Employers
- 6,336 Job Seekers
- 5 WDC Sites

PY24

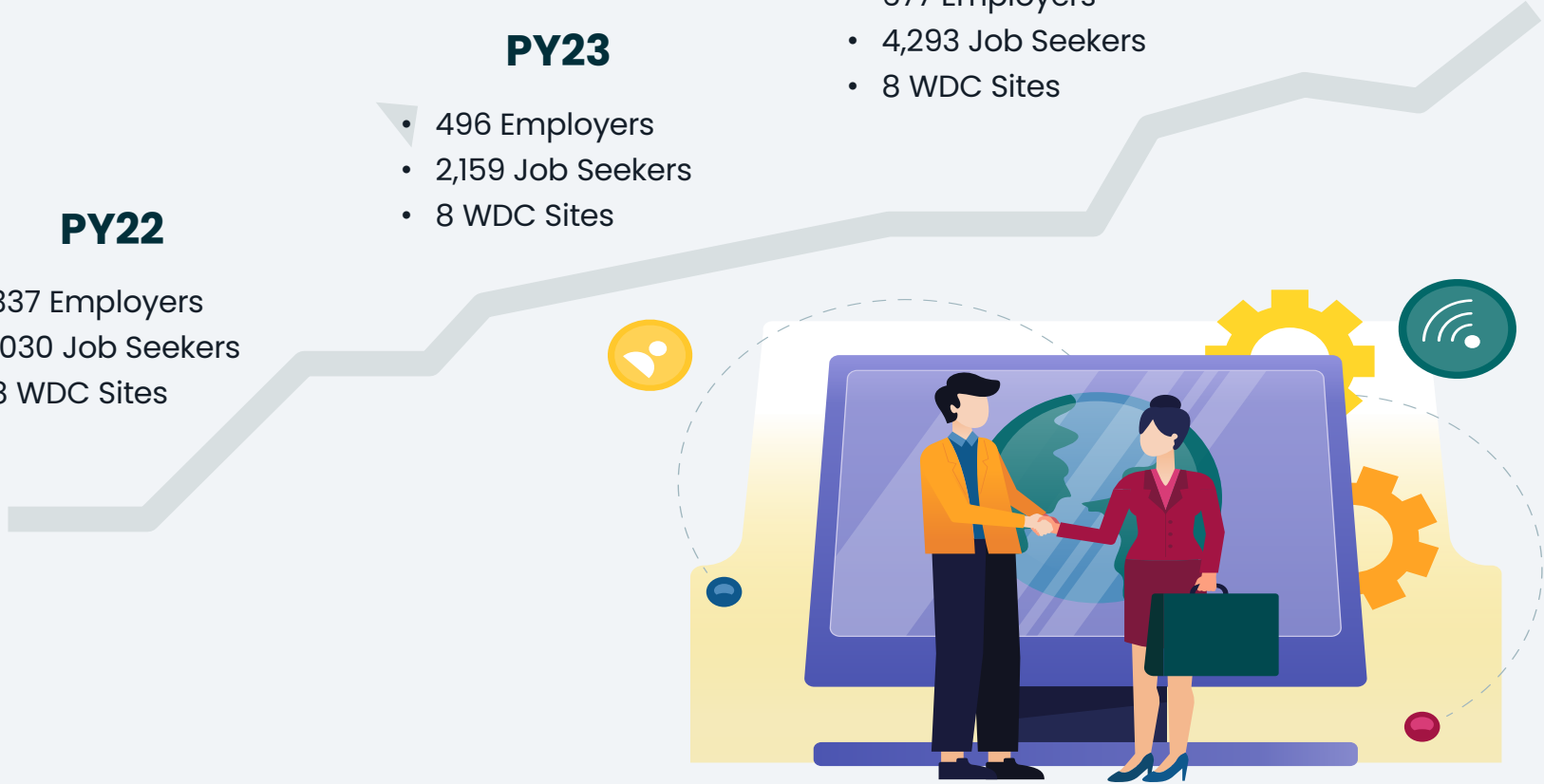
- 677 Employers
- 4,293 Job Seekers
- 8 WDC Sites

PY23

- 496 Employers
- 2,159 Job Seekers
- 8 WDC Sites

PY22

- 337 Employers
- 1030 Job Seekers
- 8 WDC Sites



Interviews		
	Q1	Q2
PY24	490	821
PY25	1,222	1,280

On the Horizon

- Apprenticeship Fairs (Week of April 26) - TBD
- Second Chance Job Fair (May) – East Valley Campus
- Exceptional Worker Summit (April 16) – ASU West
- Unemployment Updates



Consent Agenda.

Meeting Minutes



DRAFT

MEETING MINUTES OF PUBLIC MEETING OF THE
MARICOPA COUNTY WORKFORCE DEVELOPMENT BOARD

Thursday, November 20, 2025 – 9:30 a.m. - 11:00 a.m.

Members Present:

Albert Blanco, Anna Yap, Anne Landers, Brittany Holmes, Che Collins, Danielle Lertique, Elias Medina, Gregg Ghelfi, JakinDee Kosaka, Loren Granger, Noelle Trinder, Scott Holman, Tim Willenborg, Tina Drews

Members Absent:

Danielle Goodman, Jacob Evenson, John Soto, Kathryn Ybarra, Michael Vazquez, Shawn Hutchinson

Call to Order.

Vice Chair Tim Willenborg called the meeting to order at 9:32 a.m.

Roll Call.

Roll call was conducted by Management Analyst, Madison Ginsberg. Quorum was confirmed.

Welcome, Chair Opening Remarks.

Vice Chair Willenborg welcomed everyone to the meeting and announced Chair Bonnie Schirato's resignation from the Board. Vice Chair Willenborg introduced the new board members, Michael Vazquez, Albert Blanco, and Elias Medina. Albert Blanco and Elias Medina briefly introduced themselves.

Consent Agenda.

Vice Chair Willenborg introduced the consent agenda. The consent Agenda included: (a) Meeting Minutes: August 28, 2025, (b) One Stop Operator Quarter 1 Performance Assessment, (c) Supportive Services Policy, (d) Training Service Limits Policy, (e) MCWDB Membership Updates, and the (f) Monthly One Stop Operator Report.

Vice Chair Willenborg asked for a motion to approve the consent agenda items.

Noelle Trinder moved to approve the consent agenda. Scott Holman seconded the motion. Motion carried unanimously.

Community Impact Statement.

Success Story.

Career Advisor Melissa Rivas shared a success story of Juan, an experienced aircraft maintenance professional. He turned to ARIZONA@WORK Maricopa County after being laid off and needing financial support to pursue his FAA A&P certification. With guidance from career advisor Melissa Rivas and funding through the WIOA grant, he completed his training and exams at America's Best AMT. This support led to a new full-time role as an AMT Instructor with the Aviation Institute of Maintenance, significantly advancing his career and earning potential.

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.

Information/Discussion/Possible Action.

Maricopa County Workforce Development Board Annual Report

Executive Director Steve Clark presented the Program Year 2024 Annual Report for the Maricopa County Workforce Development Board (MCWDB), highlighting accomplishments, performance, financials, and system-wide collaboration. The report is required by the Shared Governance Agreement and will be submitted to the Board of Supervisors for approval on December 10.

Highlights of the Annual Report include:

- Strong Performance & Outcomes: Maricopa County exceeded state targets across median earnings, measurable skills gains, credential attainment, and supported over 1,000 apprenticeships.
- Key Achievements & Recognition: Expanded partnerships, increased apprenticeship efforts, earned national awards, and strengthened regional collaboration with Phoenix, Pinal County, and others.
- Strategic Priorities & Funding Outlook: Continued focus on aligning systems, reducing silos, and pursuing sustainable funding as federal allocations decline, while leveraging data, demographics, and partner input to guide future planning.

Vice Chair Willenborg asked for a motion to approve the Program Year 2024 Annual Report.

Tina Drews moved to approve the Program Year 2024 Annual Report. JakinDee Kosaka seconded the motion. Motion carried unanimously.

Eligible Training Provider List Policy.

Policy and Compliance Manager Laura Malhoit presented updates to the Eligible Training Provider List (ETPL) Policy, noting that these were immediate revisions, with more changes planned in future updates. All revisions have been reviewed and approved by legal.

Key policy changes include:

- Removing the list of targeted industry sectors from the policy and replacing it with a link to the website for easier ongoing updates.
- Removing Smart Justice exceptions so all WIOA participants must train within MCWDB targeted/in-demand sectors due to funding limitations.
- Clarifying when programs *may* be removed vs. *must* be removed to align with state policy.
- Requiring hands-on components for training programs when practical skills are essential, due to the rise of virtual reality (VR)-only training models.
- Additional minor updates included terminology corrections, updated templates, clearer wording, and defining systems such as Tableau.

Vice Chair Willenborg asked for a motion to approve the Eligible Training Provider List Policy.

Albert Blanco moved to approve the Eligible Training Provider List Policy. Brittany Holmes seconded the motion. Motion carried unanimously.

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.

MCWDB Officer Election FY26-FY28

Due to recent board membership changes, the Board held new elections for Chair and Vice Chair, following MCWDB bylaws. The newly elected officers will serve through June 30, 2027.

Chair Election:

- Nominee: Tim Willenborg was nominated by Brittany Holmes, and he accepted the nomination.
- No additional nominations were made. The nomination was seconded by Albert Blanco.
- Result: A roll-call vote was conducted, and Tim Willenborg was elected Chair unanimously.

Vice Chair Election:

- Nominee: Noelle Trinder was nominated by Scott Holman, and she accepted the nomination.
- No additional nominations were made. The nomination was seconded by Anna Yap.
- Result: A roll-call vote was conducted, and Noelle Trinder was elected Vice Chair unanimously.

The updated Executive Committee, serving through June 30, 2027, will consist of:

Chair: Tim Willenborg

Vice Chair: Noelle Trinder

Second Vice Chair: Shawn Hutchinson

Youth Committee Chair: Anne Landers

Appointed Member: Loren Granger

Information/Discussion Only.

Artificial Intelligence Career Pathways in Workforce Development.

Diane Meza, Executive Director and Workforce IT Director for Maricopa Community Colleges, presented an overview of the district's rapidly expanding AI programs, including degrees, certificates, micro-credentials, and AI-embedded coursework across all CTE fields to meet growing industry demand. She highlighted partnerships with employers, the development of new training options such as generative AI micro-credentials and broad access courses and emphasized the importance of validating practical skills through badging. Diane also outlined the Business Industry Leadership Team (BILT) model, a national best practice that brings industry and faculty together to define needed knowledge and skills, ensuring programs stay aligned with fast-moving technologies like AI.

Manufacturing/ Semiconductor Workgroup Report.

Workforce Development Board Management Analyst, Nancy Avina presented an update on the Workforce Development Board's Manufacturing/Semiconductor Workgroup. The Workgroup held its kickoff meeting on October 30, 2025, to coordinate partners and strengthen Arizona's talent pipeline without duplicating existing efforts. The group identified several key areas of focus, including creating a regional directory of initiatives, improving awareness and educator engagement, developing industry-backed entry-level credentials, scaling successful national models, and expanding on-ramps for special populations. Upcoming steps include conducting national best-practice research, narrowing the priority areas to two or three actionable items, and reconvening the group in November or December.

PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." Note: Agenda items may be taken out of order

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.

Central Arizona Regional Workforce/Economic Development Workgroup Report.

Workforce Development Board In-Demand Careers and Apprenticeship Strategist, Katelyn Harris-Lange, presented an update on the Central Arizona Regional Workforce/Economic Development Workgroup. The Workgroup brings together Maricopa County, Pinal County, and the City of Phoenix to improve coordination, employer engagement, and regional alignment. Key themes from the group's first meeting included creating a more unified and consistent entry point for employers, improving employer awareness of the workforce system, strengthening shared language and skills alignment, and increasing collaboration among workforce, education, and economic development partners. Early action items include developing a unified employer introduction document and coordinating regional business services efforts. This includes joint meetings, trainings, and enhancing engagement with economic developers. The next workgroup meeting is planned for December.

Call to the Public.

Chair Willenborg called for public comment. No public comments were made.

Adjourn.

There being no further business, Chair Willenborg thanked all attendees and asked for a motion to adjourn the meeting at 10:52 a.m.

Albert Blanco made a motion to adjourn. JakinDee Kosaka seconded the motion. Motion carried unanimously.

Meeting adjourned at 10:52 a.m.

*PUBLIC PARTICIPATION AND ACCESS: "The public must be allowed to attend and listen to deliberations and proceedings taking place in all public meetings, A.R.S. § 38-431.01(A); however, Open Meeting Law does not establish a right for the public to participate in the discussion or in the ultimate decision of the public body." **Note: Agenda items may be taken out of order***

"Equal Opportunity Employer/Program." "Auxiliary aids and services are available upon request to individuals with disabilities." A sign language interpreter, alternative format materials, or infrared assistive listening devices will be made available within 72 hours' notice. Additional reasonable accommodations will be made available to the extent possible within the time frame of the request. Arizona@Work: Maricopa County products and services are made available through federal funding provided by the Workforce Innovation and Opportunity Act (WIOA); serving Employers by aiding job seekers, adults, dislocated workers and youth.



Consent Agenda.

One-Stop Operator Quarter 2 Performance Report

To: Steve Clark, Workforce Board; Laura Malhoit, Nancy Avina
 Workforce Board of Maricopa Workforce Development Board (MCWDB)

Date: Jan 14, 2025

From: Janine Estrada Maricopa County One Stop Operator

Subject: One-Stop Operator Quarterly Report: October - December 2025

1. Maricopa County One Stop Operator Front Desk Customer Interactions:

East Valley Career Center (Mesa)

Service	Oct-25	Nov-24	Dec-25	Total
On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services)	694	427	607	1728
Calls	110	66	158	334
DES (AJC, Unemployment)	716	107	126	949
Smart Justice calls	46	5	52	103
Core Partner Referrals	190	12	63	265
Community Partner Referrals	146	24	21	191
			<i>Total</i>	<i>1728</i>

West Valley Career Center (Glendale)

Service	Oct-25	Nov-25	Dec-25	Total
On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services)	990	807	834	2631
Calls <i>(routed to call center)</i>				
DES (AJC, Unemployment) <i>(partial data from Nov14th through Dec)</i>	439	134		
Smart Justice calls <i>(partial data from Nov14th through Dec)</i>	14	21		
			<i>Total</i>	<i>2631</i>



Call Center	Number of Customer Calls
West Valley	461
East Valley	253

2. Maricopa County One Stop Operator

- OSO shared Customer Satisfaction at 92.54% Q4.
- OSO Community Partners Meetings: All Matter AZ Dream Team presented by Maricela Reed, SNAPCAN presented by Francesca Currie and Entryway- Workforce training (Apartment Maintenance) presented by Mandy Porter-Griffith
- OSO Maricopa County Collaborative Leadership (MCCL) Meeting: Phoenix Indian Center presented by Olivia Hendricks, MOU Review -OSO and Year-in-Review: Meetings & Calendar Planning- OSO.
- OSO coordinated coverage among co-located partners for the front desk, supported by NFJP
- OSO visited WDCs, learned best practices and local insights from WDC staff
- OSO touch base with Pinal County OSO
- OSO participated in sharing best practices at the Workforce Symposium in Flagstaff, focusing on MOU familiarization and feedback opportunities.
- OSO supported WV center until Customer Engagement Specialist position filled
- OSO provided partner feedback from MOU review.
- OSO met with RESEA and gathered performance metrics
- OSO met with Voc Rehab and gathered performance metrics
- OSO met with Employment Services and gathered performance metrics
- OSO submitted Q3 Performance Assessment to MCWDB staff
- OSO Worked in collaboration with WVCC State supervisor during MSFW monitoring

3. NUMBER OF CUSTOMERS WELCOMED AT EACH COMPREHENSIVE CENTER

JOB CENTER LOCATION	NUMBER OF CUSTOMERS WELCOMED
East Valley Career Center	1726 (Oct-Dec)
West Valley Career Center	2631 (Oct-Dec)

4. NUMBER OF CUSTOMERS WELCOMED AT SATELLITE SITES

Satellite location	Oct- Dec Number of customers welcomed
Avondale	224
Glendale	384
Goodyear	236
Mesa	250
Surprise	291
Tempe	389
Wickenburg	148

Location: Eagles Community Center, 828 E. Broadway Road Mesa, AZ 85204

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
10/02/2025	Eagles Community Center	19	223	4 Onsite 68 Interviews scheduled	2 Onsite 4 Offers

Success Story

- KeHe hired 3 job seekers on the spot for positions they have been trying to fill.
- Simos hired 18 job seekers for their full-time positions

Location: Wickenburg Partnership Office- 164 E Apache St., Wickenburg, AZ 85390

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
10/02/2025	Wickenburg Community Center	7	51	2- Onsite 4- scheduled	0- Onsite 0- Scheduled

Success Story

- Three job seekers scheduled Resume Workshops with the Workforce Development Coordinator (WDC)
- Over forty-six job inquiries were made directly to employers
- A former client reconnected with the WDC at the job fair to seek further support and services
- A graduate of the Workforce 2 You (W2Y) program attended the job fair and successfully applied for a position

Location: System of Care Center 7677 W Bethany Home Road Glendale, AZ 85303 (Event Center)

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
10/9/2025	Glendale Partnership Site	19	121	17	1 pending

Success Story

- Angel Acosta, a recent graduate eager to launch his career in Human Resources, attended our job fair with high hopes and determination. After connecting with representatives from Banner Health during the event, Angel was offered an exciting new role in their HR department.

Location: Avondale Resource Center 995 E. Riley Dr. Avondale AZ 85323

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
10/16/2025	Avondale Resources Center	26	185	88	2

Success Story

- I met Marie Triado who recently moved to Arizona from New Jersey and invited her to the Avondale job Fair. She was discouraged, feeling lost and out of place still trying to find resources that could assist her in finding employment. She has a pharmaceutical background and has found it hard to find employment. She came and spoke with me after attending the Avondale Job Fair and was very pleased with all the opportunities in one spot. Although she did not find a job on this day, she will be attending upcoming workshops here at the Avondale Resource Center to update her skills, her resume and ultimately find employment.

Location: Goodyear Recreational Campus – 420 Estrella Parkway, Goodyear, AZ 85338

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
10/23/2025	Goodyear Partnership Site	26	185	88	2

Success Story:



Dress for success suited 2 job seekers with interview attire.
 SJ Career Advisor Janice Guevara connected with 3 job seekers with background challenges.

Note from Job seeker:

"Every once in a while, you experience an organized, diligent, and professional team and that was my experience with Valeri and Team; helpful and fun morning at GRC" - Job Seeker Diana

Location: Goodyear Recreational Campus - 420 Estrella Parkway, Goodyear, AZ 85338

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
11/13/2025	Surprise Regional Library	19 companies and 3 resources	234	Scheduled 54 Onsite 15	1

Resources that attended with table:

- ARIZONA@WORK Maricopa County Human Services Workforce Development Division
- Parent Forward
- Dress for Success

Success Story

Participants were excited about the Job fair and the opportunities; ARIZONA@WORK was able to highlight the workshops that take place through the ARIZONA@WORK Maricopa County Human Services Workforce Development Division. One of the participants that attended the Surprise Job fair has an interview scheduled to take place on Monday, November 17", 2025, with RISE. Job seekers that I have been working with, looking for employment opportunities, attended the Job Fair and excited and felt more confident with the opportunities that are out there after taking the resume, job searching and interview workshop felt more prepared.



Location: 16089 N Bullard Avenue Surprise, Arizona 85374

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
11/14/2025	Tempe Partnership Site	15 (5 New) (10 In Demand Industries)	271	40-On spot 31- Offsite	52

Industries represented: Customer Service. Construction, Education. Finance & Insurance, Government, Healthcare, Hospitality, Manufacturing, Retail, Sales. Telecommunications, and Transportation & Logistics

- Three job seekers scheduled Resume Workshops with the Workforce Development Coordinator (WDC)
- Over forty-six job inquiries were made directly to employers
- A former client reconnected with the WDC at the job fair to seek further support and services
- A graduate of the Workforce 2 You (W2Y) program attended the job fair and successfully applied for a position

ARIZONA@WORK Community Resources:

- Maricopa County Smart Justice - provides employment and reentry support for justice-involved adults who are on probation, parole, or recently released from incarceration due to a felony conviction. We offer individualized career guidance, job readiness. job search assistance, employability and essential skills coaching, access to occupational training and apprenticeships, and paid work experience opportunities.
- Maricopa County Training Team - Information on Programs & Services with option for on the spot no cost workshop registration at one of our future center sites.

Job Seeker Feedback:

Jean F – "I found several positions that matched my skills and interests and I even had a few on-the-spot interviews!"

Laketa R-"I left feeling more confident and motivated in my job search"

"I met employers I wouldn't have found on my own"

Location: GESD System of Care Center 7677 W Bethany Home Rd Glendale, AZ

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires
12/4/2025	Glendale Partnership Site	18	225	Scheduled 12 Pending surveys from 4 employers	2 Onsite, Pending Offsite Interview

Success Story:

- Touchstone Behavioral Health successfully hired a candidate on the spot at the event.
- Glendale Elementary School District #40 successfully hired a candidate on the spot at the event.

5. Center Training

SERVICE	Oct- Dec 2025
Job Search Assistance	23
Customized Resume Assistance/ Lab	63
Job Interview Practice Workshop	47
Office Proficiency Assessment and Certification Obtained	41
Youth Office Proficiency Assessment Assisted	68

TRAINING	PROGRAM YEAR TO DATE
Virtual Adult Orientation Participants Completed	942
In-Person Orientation Participants	20
Introduction to Entrepreneurship Completed	41
Community Outreach Event Participants (Refugee, etc.)	74
Community Outreach Event Participants	1716
Basic Computer Skills Workshop Participants	52
Spanish Basic Computer Skills Workshop	10
Resume Writing Workshop In-person	198
Resume Writing Lab Participants	149
Resume Writing Virtual	60
Financial Empowerment Workshop Participants	10
Rapid Response	18
Rapid Response Participants	127
WDD New Hire Onboarding Participants	5
Hiring Event Participants Connected With	1142

Success Story / Highlights:

1. WDD Trainers in October started facilitating 4 separate In Demand Industry Modules on Mondays (CDL, Construction & Advanced Manufacturing, IT/Finance & Insurance, and Healthcare & Social Assistance), for Adult clients interested in Occupational Skills Training consisting of WDD Orientation, Industry Overview, plus assisting them in a computer lab to complete their AJC account and Client Portal applications.

2. WDD Trainer Sonia Ruiz completed Outreach to Valley Vista High School to approximate 30 Senior students on Communication & Social Media, Resume Writing, Job Interview Practice, and Workplace Readiness.
3. WDD Trainer Juliann Drew facilitated & certified CPR for 8 participants at Big Brothers Big Sisters of Central Arizona as part of community outreach efforts.
4. WDD Trainers Juliann Drew and Lisa Marucci tabled at Mesa Hiring Event, connecting with 107 attendees promoting HSD WDD Programs and Services.
5. WDD Trainer Christy Boelter provided WDD overview presentation to 22 EED staff on WDD programs and services.
6. WDD Trainer Gary Metcalf attended Maricopa County WIC program in partnership with Arizona State University promoting HSD WDD Programs and Services to 216 attendees.
7. WDD EV Trainers and Supervisor have supported workforce services at Mesa Workforce Center on site starting in October.
8. WDD Trainers and Supervisor supported Extended Hours coverage.
9. WDD Trainer Juliann Drew completed Outreach Effort facilitating CPR/AED and First Aid workshop certifying 5 clients from Project SEARCH at Banner Gateway & 6clients at Banner Desert.
10. WDD Trainer David Lopez connected with ASU Health Care Associate Professor to schedule HSD Program & Services Presentation for January 2026.
11. WDD Trainer Christy Boelter developed Cyber Security Fraud and Scam Prevention training to be included in our Basic Computer Skills Workshop offered at our centers and for outreach efforts.
12. WDD Trainer Christy Boelter developed Cyber Security Fraud and Scam Prevention training to be included in our Basic Computer Skills Workshop offered at our centers and for outreach efforts.
13. WDD Trainer Christy Boelter facilitated Virtual Rapid Response Event.
14. WDD Trainers and Supervisor supported Extended Hours coverage.
15. WDD Trainer Sonia Ruiz connected with Sun City Library and Training Team Supervisor to secure Sun City collaboration to facilitate Scam and Fraud Workshop with Basic Computer Skills Overview.
16. WDD Trainer Juliann Drew presented AI preview to internal staff in preparation of Artificial Intelligence (AI) Overview Workshop launching January 2026.



- 17. WDD Trainer Gary Metcalf tabled at Glendale Job Fair at GESD System of Care connected with 81 participants promoting our HSD WDD Programs and Services.
- 18. WDD Training Team Supervisor works with Trainers and Rapid Response Coordinator to review and support training for virtual and in person RR Events.
- 19. Supervisor manages center calendar and assists with ARIZONA@WORK Maricopa County website updates for Job Listings, Hiring Events, and Calendars.

Warn and Non warn AJC: Oct-Dec 2025

Notice Date	Warn Type	Employer	Number of Affected Employees	LWIB Area
10/28/2025	Warn	Buena Vista Recovery	202	7 - ARIZONA@WORK - Maricopa County
10/29/2025	Warn	Microchip	63	7 - ARIZONA@WORK - Maricopa County
10/30/25	Warn	Arizona Autism	2792	5 - ARIZONA@WORK - City of Phoenix
11/05/2025	Warn	Allied Tube and Conduit Corporation	205	5 - ARIZONA@WORK - City of Phoenix
11/11/25	Warn	Evernorth Care Group	143	7 - ARIZONA@WORK - Maricopa County
11/17/25	Non-Warn	Nordstrom	34	7 - ARIZONA@WORK - Maricopa County
11/20/25	Warn	Nordstrom	79	7 - ARIZONA@WORK - Maricopa County
11/26/25	Non-Warn	DHM Payroll - Fiesta Tempe, LLC,	114	7 - ARIZONA@WORK - Maricopa County

12/5/2025	Warn	Franklin Foods, Inc.	83	2003 - ARIZONA@WORK - Pinal
1/07/25	Warn	Avelo Airlines	97	7 - ARIZONA@WORK - Maricopa County
1/07/25	Warn	GNC Distribution Center	66	5 - ARIZONA@WORK - City of Phoenix
1/07/25	Warn	SMBC Group - JeniusBank	66	5 - ARIZONA@WORK - City of Phoenix

1. Buena Vista Recovery. – drug and alcohol detox and treatment provider close three locations amid downward pressures on the residential care model since 2024.
2. 2. Microchip – The outdated facility can't expand, so employees were offered roles at the Seattle location.
3. Arizona Autism.- restructuring in response to by the state Division of Developmental Disabilities, plans for staff to stay with company as contractors.
4. Allied Tube and Conduit Corporation. – plastic manufacturing, consolidating facilities
5. Evernorth Care Group – locations Peoria and Tempe, internally providing Resume writing and Interview services.
6. Nordstrom- Credit bank remote staff and Arizona Tribal 34
7. Nordstrom- 2
8. DHM Payroll - Fiesta Tempe, LLC
9. Franklin Foods, Inc.- Permanently closed German-owned cream cheese and dairy manufacturer
10. Avelo Airlines – closing HUB- Mesa Gateway Airport, inconsistent revenue, with government program
11. NC Distribution Center- dietary supplements distributor manufacturing firms slash jobs
12. SMBC Group - JeniusBank - digital bank division of Sumitomo Mitsui Banking Corp, closed

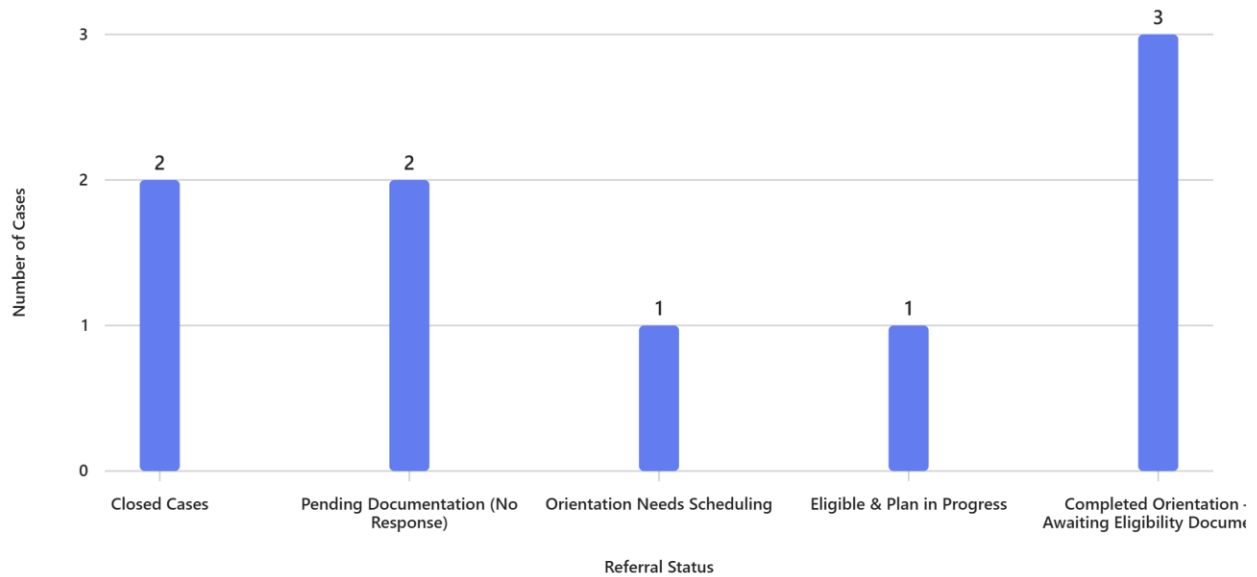
Vocational Rehabilitation RSA Updates October- December

Highlights (Oct–Dec)

- **VR is now integrated with Unite Us**, improving referral coordination and service delivery.

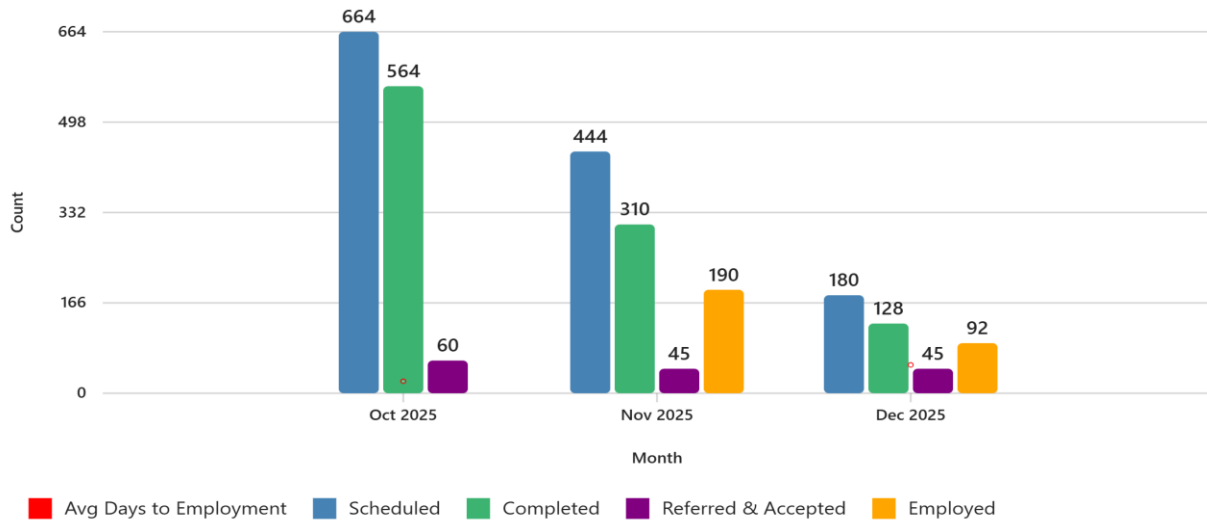
Challenges

- **Referrals are down overall**, which is consistent with seasonal trends during the holiday period.




RESEAS Updates October to December

	Scheduled	Completed	Employed	Average Day to employment	Referred and Accepted
Oct 2025	664	564	<i>(not shared)</i>	22	60
Nov 2025	444	310	190	<i>(not shared)</i>	45
Dec 2025	180	128	92	52	45





Consent Agenda. Needs Additional Assistance Policy

 MARICOPA COUNTY Workforce Development Board	SECTION/REFERENCE DES Section 300 Youth Program Policy DOL TEN 22-19 Attachment 1 WIOA Final Rule 29 CFR 681.300	POLICY NUMBER 26-02
	ORIGINAL ISSUE DATE November 2025	REVISION DATE January 2026
	AUTHORIZED BY: Maricopa County Workforce Development Board	
SUBJECT: Needs Additional Assistance Youth		ADDENDA:

Purpose: The Workforce Innovation and Opportunity Act (WIOA), requires that all youth served must meet program eligibility criteria, which includes at least one barrier to employment. The purpose of this policy is to further define how a youth is eligible when classified as a “low-income person who requires additional assistance to enter or complete an educational program or to secure and hold employment.”

Responsibility of: Career Advisor, Youth Participant

Definition: A low-income youth who requires additional assistance to enter or complete an education program or to secure and hold employment; Maricopa County’s Workforce Investment Board has defined this as “other eligible youth who face serious barriers to employment and are defined as “at risk”... based upon assessment of skill needs, barriers and/or referrals from Juvenile Justice Court System, youth services program providers and local education agencies.” Within this definition, Maricopa County has applied more specific barriers that youth may experience to qualify as someone who requires additional assistance. These barriers are listed below with the appropriate method of documentation. **NOTE: Case Notes and Applicant Statement attestation shall only be used as a last resort and attempts to obtain the other forms of documentation must be noted in AJC.**

Description:

Work History Barriers

- **Age 16 – 24 with no work history or poor work history** can be documented with:
 - UI Wage Records showing no wages or wages earned are consistently less than \$2970 per quarter
 - Case notes documenting CA’s conversation with youth regarding their poor work history. Case notes should clearly state that “Youth reported” the information.
- **Has been fired from one or more jobs within the last 6 months** can be documented with:
 - DES GUIDE Employer Screen with a code 20
 - Termination letter from Employer

- Letter from social service agency, counselor or another adult working with the youth at the time of discharge
- Case notes documenting CA's conversation with youth regarding their termination(s) over the previous 6 months. Case notes should clearly state that "Youth reported" the information
- **Sporadic employment** such as held three or more jobs within the last 12 months and is not currently employed can be documented with:
 - Employer Screen with a code 10 (voluntarily quit), 20 (discharged), or 40 (laid off)
 - Paystubs
 - Employer Letter of hire or discharge
 - Letter from social service agency, counselor or another adult working with the youth at the time
 - Case notes documenting CA's conversation with youth regarding the 3 or more jobs they have held within the last 12 months, and why they are not currently employed. Case notes should clearly state that "Youth reported" the information.

Other Barriers to Employment can be documented with:

- Scores of 31 – 40 on the Barriers to Employment Success Inventory (BESI) assessment in any or all of the following areas: Personal and Financial; Emotional and Physical; Career Decision-Making and Planning; Job-Seeking Knowledge; Training and Education.

A youth with at least one parent who has been or is currently incarcerated can be documented with:

- Court documents
- Inmate Data Search: DOC Search: [Inmate Datasearch | Arizona Department of Corrections, Rehabilitation and Reentry \(az.gov\)](#)
- Maricopa County Inmate Data Search: [Inmate Information | Maricopa County Sheriff's Office \(mcsso.org\)](#)
- Other Inmate Data Search for specific jurisdiction
- Case notes documenting CA's conversation with youth regarding parent's incarceration. Case notes should clearly state that "Youth reported" the information

Chronic Health Conditions (e.g., diabetes, asthma, obesity) or on-going behavioral either personally or within immediate family to include parents, grandparents, siblings, cousins, aunts, and uncles that negatively impact the participant's ability to participate in education or employment can be documented with:

- School Records
- Medical Records
 - To be compliant with the Health Insurance Portability and Accountability Act (HIPPA) guidelines in the handling of health information, medical records should be kept in a secured location separate from individual's case file.
- Letter from social service agency or case manager working with them on this issue

- Letter from doctor responsible for treating the chronic illness Case notes documenting CA's conversation with youth regarding their chronic health issue. Case notes should clearly state that "Youth reported" the information. Case notes should follow HIPPA guidelines. Case notes should not reference diagnoses, conditions, or any otherwise specific health information.

Substance Abuse, or history of substance abuse either personally or within immediate family to include parents, grandparents, siblings, cousins, aunts/uncles can be documented with:

- Court Documents
- Medical Records
 - To be compliant with the Health Insurance Portability and Accountability Act (HIPPA) guidelines in the handling of health information, medical records should be kept in a secured location separate from individual's case file.
- Discharge from Substance Abuse facility
- Letter from social service agency, counselor or another adult working with the youth
- Case notes documenting CA's conversation with youth regarding this issue. Case note should clearly state that "youth reported" the information. Case notes should follow HIPPA guidelines. Case notes should not reference diagnoses, conditions, or any otherwise specific health information.


Youth who Require Additional Assistance Limitations

Youth that are enrolled based on requiring additional assistance to enter or complete an educational program or to secure and hold employment is **limited to 5% of In-school Youth (ISY)**. The 5% is based on **new** ISY enrollments in a program year, rather than all ISY served in a program year. Therefore, for every one youth enrolled under the "requires additional assistance" criterion, 20 youth must be enrolled under at least one of the other barriers.



Consent Agenda.

Selective Service Policy

 MARICOPA COUNTY Workforce Development Board	SECTION/REFERENCE WIOA Section 189(h); TEGL 11-11 Change 2; DES Section 100 Adult/DW Program Registration, Eligibility Policy & DES Section 300 Youth Program Policy	POLICY NUMBER 26-03
	ORIGINAL ISSUE DATE November 2025	REVISION DATE January 2026
	AUTHORIZED BY: Workforce Development Board	
SUBJECT: Selective Service Requirements		ADDENDA:

Purpose: To outline Selective Service System registration requirements for WIOA Title 1-B programs

Responsibility of: WIOA Applicant, Career Advisor (CA), Program Supervisor, Quality Improvement (QI)

Definition: A Selective Service Registrant is a person who has complied with the Military Service Act and submitted a registration to the Selective Service System

Description: Who Must Register? Almost all male US citizens and male immigrants who are 18 through 25, are required to register with Selective Service. Men who are 26 years old and older are too old to register (see sections below regarding individuals who failed to register). Males born after December 31, 1959, are required to register for Select Service upon their 18th birthday and may not register after their 26th birthday. (Reference: www.sss.gov).

NOTE:

- To be fully exempt a person must have been on active duty or confined continuously from age 18 to 26.
- Immigrants who did not enter the United States or maintained their lawful non-immigrant status by continually remaining on a valid visa until after they were 26 years old, were never required to register.
- Immigrants born before 1960, who did not enter the United States or maintained their lawful non-immigrant status by continually remaining on a valid visa until after March 29, 1975, were never required to register.

Non-Registration by Males 26 and Older

ARIZONA@WORK Maricopa County staff must determine if the potential WIOA participant's failure to register was knowing and willful.

Before enrolling in WIOA-funded services, all males 26 and older who have not registered for Selective Service must provide one of the following:

- Documentation showing they were not required to register.
- If they were required to register, documentation establishing that their failure to do so was not knowing or willful.

Status Information Letter

An individual may obtain a Status Information Letter from Selective Service if one of the following applies:

- The individual believes he was not required to register.
- The individual did register but cannot provide the appropriate documentation.

The Status Information Letter Request form and instructions can be accessed through the Selective Service website (sss.gov). If an individual decides to request a Status Information Letter, they will need to describe, in detail, the circumstances that prevented him from registering (e.g., hospitalization, incarceration, or military service) and provide documentation of those circumstances. The documentation should be specific as to the dates of the circumstances.

If the Status Information Letter indicates that an individual was not required to register for the Selective Service, then he is eligible to enroll in a WIOA-funded service. If the Status Information Letter indicates that the individual was required to register and did not register, he is presumed to be disqualified from participation in WIOA-funded activities and services until it can be determined that his failure to register was not knowing and willful.

All costs associated with grant-funded services provided to non-eligible individuals may be disallowed.

If the applicant is a non-U.S. male who came into this country for the first time after his 26th birthday, a Status Information Letter from Selective Service is not required if he can provide supporting documentation such as:

- Date of entry stamp on passport, or
- I-94 with date of entry stamp, or
- Letter from US Citizenship and Immigration Services indicating date of US entry

NOTE: A Resident Alien card is not valid proof of date of entry to the United States

How to Determine “Knowing and Willful” Failure to Register

If the individual was required but failed to register with Selective Service as determined by the Status Information Letter or by his own acknowledgement, the individual may only receive services if he establishes that the failure to register was not knowing and willful. ARIZONA@WORK Maricopa County staff who enroll individuals in WIOA-funded activities, are responsible for evaluating the evidence presented by the individual and determining whether the failure to register was knowing and willful.

In order to establish consistency regarding the implementation of the requirement, WIOA Title I-B service provider should consider the following questions when determining whether a failure to register is knowing and willful. In determining whether the failure was “knowing”, the WIOA Title I-B service provider should consider:

- Was the individual aware of the requirement to register?
- If the individual knew about the requirement to register, was he misinformed about the applicability of the requirement to him (e.g., veterans who were discharged before their 26th birthday were occasionally told that they did not need to register)?
- On which date did the individual first learn that he was required to register?
- Where did the individual live when he was between the ages of 18 and 26?
- Does the Status Information Letter indicate that Selective Service sent letters to the individual at that address and did not receive a response?

In determining whether the failure was “willful”, the WIOA Title I-B service provider should consider:

- Was the failure to register done deliberately and intentionally?
- Did the individual have the mental capacity to choose whether or not to register and decided not to register?
- What actions, if any, did the individual take when he learned of the requirement to register?

Evidence presented may include the individual’s written explanation and supporting documentation of his circumstances at the time of the required registration and the reason(s) for failure to register. The individual should be encouraged to offer as much evidence and in as much detail as possible to support his case.

The following are examples of documentation that may be of assistance in making a determination in these cases:

- Service in the Armed Forces – Evidence that a male has served honorably in the U.S. Armed Forces, such as a Form DD-214 or his Honorable Discharge Certificate. These documents serve as evidence that his failure to register was not knowing and willful.
- Third Party Affidavits – Affidavits concerning reasons for not registering from parents, teachers, employers, doctors, and others may help staff with determining willful and knowing failure to register.
- Self-Attestation – Signed statement that explains why the individual’s failure to register was not knowing and willful.

If it is determined that an individual’s failure to register with the Selective Service was not knowing and willful and the individual is otherwise eligible, WIOA services may be provided. However, if staff determines that evidence shows that the individual’s failure to register was knowing and willful, WIOA services must be denied. Individuals who are denied services must be advised of available grievance procedures.

Youth Under age 18 at time of Enrollment

Male youth participants who reach 18 years of age while enrolled in the program must complete a Selective Service Registration within 30 days of their 18th birthday. If a male participant does not register for Selective Services within 30 days of his 18th birthday, he is no longer eligible to receive WIOA Title I-B services. Youth who are denied services must be advised of available WIOA Title I-B grievance procedures.

NOTE: Females registering for WIOA services in Arizona Job Connection (AJC) should respond **“YES”** to the question “Have you complied with Selective Service requirements”? Females responding NO to this question will be listed in AJC as not eligible for WIOA programs and cannot be enrolled until the response is changed to YES. (Females *have* complied with Selective Service requirements by not registering, because they are not required to register.)

Selective Service- Who Must Register		
Category	Yes	No
All male U.S citizens born after 12/31/1959, who are 18 but not yet 26 years old, except as noted below:	Yes	
Military Related		
Cadets at the Merchant Marine Academy	Yes	
ROTC Students	Yes	
National Guardsmen and Reservists not on active duty/Civil Air Patrol members	Yes	
Delayed Entry Program enlistees	Yes	
Men rejected for enlistment for any reason before age 26	Yes	
Separatees from Active Military Service, separated for any reason before age 26	Yes*	
Members of the Armed Forces on active duty (active duty for training does not constitute “active duty” for registration purposes”		No*
Students in Officer Procurement Programs at the Citadel, University of North Georgia, Norwich University, Virginia Military Institute, Texas A&M University, Virginia Polytechnic Institute and State University		No*
Cadets and Midshipmen at Service Academies or Coast Guard Academy		No*
Immigrants**		
Permanent resident immigrants (USCIS Form I-551)	Yes	
Refugee, parolee, and asylee immigrants	Yes	
Undocumented immigrants	Yes	
Dual national U.S citizens	Yes	
Lawful non-immigrants or current non-immigrant visas. A complete list of acceptable documentation for exemption may be found at: https://www.sss.gov/Portals/0/PDFs/DocumentationList.pdf .		No
Seasonal agricultural workers (H-2A Visa)		No
Confined		
Incarcerated, or hospitalized, or institutionalized for medical reasons		No*
Handicapped, Physically or Mentally		
Able to function in public with or without assistance	Yes	
Continually confined to a residence, hospital, or institution		No
*Must register within 30 days of release unless already age 26.		

NOTE: TO be fully exempt must have been on active duty or confined continuously from age 18 to 26.

****Residents of Puerto Rico, Guam, Virgin Islands, and Northern Mariana Islands are U.S citizens. Citizens of America Samoa are nationals and must register when they are habitual residents in the United States or reside in the U.S for at least one year. Habitual residence is presumed and registration is required whenever a national or a citizen of the Republic of the Marshall Islands, the Federated States of Micronesia, or Palau, resides in the U.S for more than one year in any status, except when the individual resides in the U.S as an employee of the government of his homeland, or as student who entered the U.S for the purpose of full-time studies, as long as such person maintains that status.**

NOTE: Immigrants who did not enter the United States or maintained their lawful non-immigrant status by continually remaining on a valid visa until after they were 26 years old, were never required to register. Also, immigrants born before 1960, who did not enter the United States or maintained their lawful non-immigrant status by continually remaining on a valid visa until after March 29, 1975, were never required to register

https://www.sss.gov/wp-content/uploads/2025/01/WhoMustRegisterChart_1-28-25-2.pdf

*Must register within 30 days of release unless already age 26.

Residents of Puerto Rico, Guam, Virgin Islands, and Northern Mariana Islands are U.S. citizens. Citizens of American Samoa are nationals and must register when they are habitual residents in the United States or reside in the U.S. for at least one year. Habitual residence is presumed, and registration is required whenever a national or a citizen of the Republic of the Marshall Islands, the Federated States of Micronesia, or Palau, resides in the United States for more than one year in any status, except when the individual resides in the U.S. as an employee of the government of his homeland; or as a student who entered the U.S. for the purpose of full-time studies, as long as such person maintains that status.

Veterans who Failed to Register for Selective Service

- If a veteran is discharged from active duty before age 26, he must register within 30 days of discharge.
- If a veteran is discharged from active duty after the age of 26, he must provide a DD-214 or other documentation indicating dates of military service. No Status Information Letter is required.
- If a veteran is discharged after the age of 26 and does not have a DD-214, a Status Information Letter is required OR the veteran should be assisted in obtaining a DD-214
- Veterans who served on full-time active duty are exempted from selective service registration if they served continuously from age 18 to age 26. DD-214 or other documentation indicating dates of military service is required.


Documentation

WIOA Title I-B Service Providers must upload selective service documentation, including exemption and Selective Service Status Information Letters and/or evidence presented to make determinations related to knowing and willful failure into the AJC system and add case notes on the evidence and reason for the determination into the AJC system.



Consent Agenda.

Youth Program Eligibility Policy

 MARICOPA COUNTY MARICOPA COUNTY Workforce Development Board	SECTION/REFERENCE DES WIOA Title I-B Youth Program Policy Section 300	POLICY NUMBER 26-01
	ORIGINAL ISSUE DATE January 2026	REVISION DATE January 2026
	AUTHORIZED BY: Maricopa County Workforce Development Board	
SUBJECT: Youth Program Eligibility		ADDENDA:

PURPOSE:

The WIOA Youth Program requires youth ages 14 – 24 to be eligible under the Federal guidelines in order receive program services. Participants may continue to receive services beyond the age of 24 after they are enrolled in the program.

RESPONSIBILITIES OF: Career Advisor, Program Supervisors, Quality Improvement Team, and WIOA youth applicants

DEFINITIONS:

Barriers to Employment: Circumstances which present a substantial disability or interference to the individual's ability to obtain or retain employment.

Basic Skills Deficient: The individual computes or solve problems, reads, writes, or speaks English at or below the 8th grade level or is unable to compute or solve problems, read, write, or speak English at a level necessary to function on the job, in the individual's family, or in society.

English Language Learner: An individual who has limited ability in reading, writing, speaking or comprehending the English Language, and:

- a. Whose primary language is other than English
- b. Who lives in a family or community environment where the dominant language is other than English

Dropout: An individual who is no longer attending school and who has not received a secondary diploma or its recognized equivalent. Individuals who have dropped out of postsecondary education are not considered "dropout" for purposes of Youth program eligibility.

Homeless or runaway youth: Individuals between the ages 14 to 24, who lack a fixed, regular, and adequate nighttime residence.

- a. Meets the criteria defined in Section 41403(6) of the Violence Against Women Act of 1994; or
- b. Meets the criteria defined in Section 725(2) of the McKinney-Vento Homeless Assistance Act.

Offender: An adult or juvenile who:

- a. Is or has been subject to any stage of the criminal justice process, and for whom services under this act may be beneficial; or
- b. Requires assistance overcoming barriers to employment, resulting from a record of arrest or conviction.

Parenting: Includes either a custodial or non-custodial mother or father. When a youth is within the Youth program age-eligibility requirements, the age at which the youth became a parent does not factor into the definition of parenting.

Participant: Individual who is determined eligible to participate in the WIOA youth program and who receives a service funded by WIOA.

Postsecondary Education: The education level that follows the successful completion of secondary education, often referred to as high school. Postsecondary education includes universities and colleges, as well as trade and vocational schools.

Pregnant: Only includes the expectant mother

DESCRIPTION:

The youth program provides a comprehensive array of high-quality services, including career exploration and guidance, continued support of educational attainment, and training for employment within in-demand industries and occupations to In-School Youth (ISY) ages 14-21 and Out-of-School Youth (OSY) ages 16-24. The program's goal is for qualified youth to obtain employment along a career pathway, enrollment in postsecondary education or a Registered Apprenticeship prior to the end of participation or during follow-up. The youth program provides services to youth with barriers to employment, with a special focus on supporting the education and career success of OSY.

At the time of eligibility determination, service providers must determine if a youth meets the In-School Youth (ISY) or Out-of-School Youth (OSY) criteria to participate in the youth program.

The applicant's status (age, barrier/challenge, school status, etc.) does not change throughout his/her participation.

The applicant is considered a WIOA Youth participant after the completion of Eligibility Determination, the Objective Assessment, development of the Individual Service Strategy (ISS) and a Youth Program Element. These services must be added to the Arizona Job Connection (AJC) Service and Training (S&T) Plan to trigger participation as a Youth participant.

Eligibility is tracked and verified using the Arizona Job Connection (AJC) system and participant's case file.

Orientation/Initial Assessment to the program will be conducted individually or in groups and will consist of an overview of the enrollment process, assessments, training programs, attendance requirements while in training, and information regarding financial aid and support services. If the youth is not enrolled at this time, a referral must be given to another program that better meets his or her needs.

Suitability should be determined during orientation. Not all youth who seek WIOA-funded services will be suitable for the program, *at that given time*. The youth may have a challenge that WIOA services are unable to resolve, or the youth's expectations may not be in line with the services/objectives of WIOA youth program. The Youth Service Provider must adequately assess the youth's goals, barriers, and expectations to determine if the youth is suitable for the program. If a youth is determined not to be suitable, a referral must be given to another program that better meets the youth's needs.

Eligibility must be determined, and the enrollment approved prior to providing funded services to the participant. A minimum of 75%* of funds must be spent on **out of school youth**.

**Note: For Program Year 2025, this requirement has been reduced to 50% as stated in the [State's WIOA Title I Waiver](#).*

Eligible Out of school Youth (OSY) means an individual who is:

- Not attending school (Adult Education, Job Corps, and YouthBuild are *not* considered school);
- Between 16 and 24 years old at the time of enrollment and one or more of the following:
 - A school dropout, including a youth who is not attending an alternative school at the time of enrollment;
 - A low-income individual with a secondary school diploma or its recognized equivalent and:
 - Basic skills deficient; or
 - An English language learner;
 - Subject to the juvenile or adult justice system;
 - Homeless (i.e. lacks a fixed, regular and adequate nighttime residence);
 - A runaway;
 - In foster care, has aged out of foster care, or who has attained 16 years of age and has left foster care for kinship, guardianship, or adoption;
 - A youth who has been removed from his/her home and is in an out-of-home placement;
 - Pregnant or parenting;
 - An individual with a disability; or
 - A low-income individual in need of additional assistance to enter or complete an education program or to secure or hold employment, as defined by the LWDA. (See the "Needs Additional Assistance" policy for more information.

Eligible In-school Youth means an individual who is:

- Attending school, including secondary and postsecondary school; and
- Between 14 and 21 years old at the time of enrollment. (The age requirement is extended for youth with disabilities because school districts must provide programs and services to eligible youth with disabilities attending secondary school until they turn 22 years old.) and
- A low-income individual **and** one of the following:
 - Basic skills deficient;
 - An English language learner;
 - An offender;
 - Homeless (i.e., lacks a fixed, regular, and adequate nighttime residence);
 - A runaway;
 - In foster care, has aged out of foster care, or has left foster care for kinship guardianship or adoption;
 - A youth who has been removed from his/her home and is in an out-of-home placement;
 - Pregnant or parenting;
 - An individual with a disability; or
 - Requires additional assistance to enter or complete an education program or to secure and hold employment, as defined by the LWDA.

5% Limitation

No more than five percent of In-School Youth enrolled in the program year may be “an individual who requires additional assistance to complete an educational program or to secure and hold employment”. In-School Youth enrolled in the program must be tracked to ensure that no more than five percent are enrolled using this criterion.

5% Exception

WIOA allows a low-income exception where five percent of WIOA youth may be participants who ordinarily would be required to be low-income for eligibility purposes and meet all other eligibility criteria for WIOA youth except the low-income criteria. The five percent calculation is based on the percent of newly enrolled youth in a given program year who would ordinarily be required to meet the low-income criteria.

- All In-School Youth must be low-income unless included in the five percent low-income exception.
- Low-income eligibility requirements apply to Out-of-School Youth only if they are eligible as recipients of secondary school diplomas or its recognized equivalent and are at least one of the following:
 - Basic skills deficient;
 - An English language learner; or
 - In need of additional assistance to enter an educational program or to secure employment.

The 5% Exception must be tracked to ensure compliance.

DOCUMENTATION FOR ELIGIBILITY

- Youth service providers must use the DES WIOA Title I-B Youth Program Eligibility Checklist.
- LWDA's must ensure timely documentation is collected in regard to eligibility determination.
- Attempts to secure documentation and the outcome must be recorded in the AJC case notes within 15 calendar days from the date that the career advisor requests documentation from the youth.
- All eligibility documents must be uploaded into the AJC system. If the document contains Personal Identifiable Information (PII) and is not required for DES data validation, do not upload into AJC but instead create a case note that the document was visually verified. Eligibility documents required for DES data validation containing PII must have PII redacted prior to being uploaded into the AJC system.

For all verification and acceptable eligibility documents:

- Staff must use the DES WIOA Title I-B Youth Program Eligibility Checklist and Youth Data Validation Checklist to identify eligibility documents for the WIOA Title I Youth Program and for data validation.
- The checklist identifies source documents, which are documents used to verify eligibility requirements.
- All eligibility documents required for data validation must be uploaded into AJC. Documents containing PII must have PII elements redacted prior to being uploaded in the AJC system.
- Documents required for eligibility and not data validation containing personal identifiable information (PII) will should not be uploaded in the AJC system. Instead of uploading documents that contains PII, a case note will be entered in AJC to say that particular document has been collected and visually verified.

- Staff must ensure that reasonable attempts have been made to secure source documentation as identified in the checklist.

The WIOA Title IB Applicant Statement may be used as permitted on the WIOA Eligibility and Verification Checklist when the information is unverifiable, or it is unreasonably difficult for the applicant to obtain.

- For high-risk Out-of-School youth, the WIOA Title IB Applicant Statement is acceptable to allow upfront enrollment of the youth.
- High risk Out-of-School youth means not having a high school diploma or HSE and meeting one of the following eligibility criteria:
 - Basic skills deficient;
 - An English language learner;
 - An offender;
 - Homeless (i.e. lacks a fixed, regular and adequate nighttime residence);
 - A runaway;
 - In foster care, has aged out of foster care, or has left foster care for kinship guardianship or adoption;
 - A youth who has been removed from his/her home and is in an out-of-home placement;
 - Pregnant or parenting;
 - An individual with a disability; or
 - Requires additional assistance to enter or complete an education program or to secure and hold employment, as defined by the LWDA.
- An exception includes out-of-school youth who meet the “Requires additional assistance to enter or complete an education program or to secure or hold employment” eligibility criteria, as they are not considered high risk. As such, the WIOA Applicant statement may not be used for upfront enrollment for youth that meet this eligibility criteria.
- If additional documentation is required on the WIOA Eligibility and Verification Checklist for data validation purposes, the LWDA may request the documentation from the youth after the youth has begun to receive Youth services.
 - LWDA's must ensure all youth that are less than 18 years old have a WIOA Applicant Statement signed by the youth's parent, guardian, or a responsible adult/ collaborating witness. By signing the form, the youth's parent, guardian, or a responsible adult/ collaborating witness gives permission for the youth to participate in the program and verifies the information on the form is accurate. All reasonable attempts must be made to secure the co-signature of the parent or legal guardian to the WIOA Application and/or Applicant Statement form in the instance where a minor is applying for WIOA services. If there is no parent or legal guardian available, a responsible adult in the life of the minor will have to suffice. A responsible adult (age 18 or older) can be a family member who has no legal guardianship but provides room and board, a religious person currently familiar with the family history of the minor, a counselor at a homeless shelter, etc... The ARIZONA@WORK career advisor or other LWDA staff must not sign as the witness.

A low-income youth is an individual who:

1. Receives or has received, or is a member of a family that receives or has received in the past six months, assistance through:
 - a. The Supplemental Nutritional Assistance Program (SNAP)

- b. The program of block grants to States for the temporary assistance for needy families (TANF)
 - c. The Supplemental Security Income (SSI) program
 - d. State or local income-based public assistance
2. Is in a family where the total includable family income does not exceed the higher of “a or b” below:
 - a. The federal poverty line guidelines
 - b. 70 percent of the US DOL Lower Living Standard Income Level (LLSIL) for each program year.
 3. Qualifies as a homeless individual who lacks a fixed, regular, and adequate nighttime residence;
 4. Is a foster child for whom state or local government payments are made
 5. Receives, or is eligible to receive, a free or reduced-price lunch under the Richard B. Russell National School Lunch Act (NSLA)
 6. Is an individual with a disability whose own income meets the low-income requirements, but who is a member of a family where the total income does not meet the low-income requirements. The youth can be counted as a family of one, so that the youth’s income meets the low-income requirement; or
 7. Is a youth who lives in a high poverty area, as determined by the American Community Survey.

High Poverty Areas

Youth living in high poverty areas are automatically considered low-income individuals. WIOA defines a high poverty area as a census tract, set of continuous census tracts, Indian reservation, tribal land, or Native Alaskan Village or county with a poverty rate of at least 30 percent, as set every five years using the American Community Survey five-year data. LWDA must use Determining High Poverty Census Tracts in Arizona and the High Poverty Census Tracts Spreadsheet from the DES WIOA resource page or other tools developed by the LWDA to determine if a youth lives in a high poverty area by census tract.

Determining Family Size: Since low-income status is based on family size (except for individuals automatically considered to be low income) the family size for the previous six months must be determined.

Arizona DES defines a family as two or more individuals related by blood, marriage, or decree of court who are in a single residence, and are included in one or more of the following categories:

1. A married couple and dependent children;
2. A parent or guardian and dependent children; or
3. A married couple

Note: When an individual is not living in a single residence with other family members, the individual is not considered a member of the family for the purpose of WIOA Title IB income calculations.

Once the family size has been determined, the household income can be calculated. Eligibility for youth is determined by calculation of family income **received** in the six months immediately prior to WIOA application date.

Income Verification

LWDA staff must attempt to gather information such as other public assistance the individual may receive, such as TANF and SNAP, and verify if the individual receives monetary support. Attempts include calls to the participant, letters, e-mail messages, etc. Low-income verification attempts must be documented in case notes in AJC.

- Documentation related to income verification as outlined on the WIOA Eligibility and Verification Checklist must be collected and uploaded into AJC.
- Income that is being used to determine income eligibility for WIOA Title I services should be identified using the WIOA Eligibility and Verification Checklist. If a verification document cannot be obtained, the WIOA Title IB Applicant Statement with signatures by the individual and a witness who has knowledge of the information provided may be accepted as a last resort as permitted by the WIOA Eligibility and Verification Checklist.
 - **Note:** The career advisor or other LWDA staff must not sign as the witness.
- If a participant is receiving child support, the witness would be the parent providing the child support or an individual that has knowledge of the applicant receiving child support. The attempts used to gather information needed for verification must be documented in the case notes in AJC.
- LWDA staff may verify Social Security benefits through Social Security Consent-Based SSN Verification Services. Fees associated with this verification are an allowable cost under WIOA Youth Program funds and can be paid by the LWDA. Applicants are not to be charged for this verification.
- Individuals who are recipients of TANF, SNAP, or SSI may automatically be income eligible and require no further income verification if the individual has provided acceptable documentation utilizing the WIOA Eligibility and Verification Checklist.
- TANF documentation must be current and indicate that the individual is receiving or is a member of a family that is receiving, or has received in the past six months, TANF assistance at the time of application to the WIOA program.
- SNAP documentation must be current and indicate that the individual is receiving or is a member of a family that is receiving, or has received in the past six months, SNAP assistance at the time of application to the WIOA program.
- SSI/SSDI documentation must be current and indicate that payments were made to a single recipient. The individual applying to WIOA must be the recipient at the time of application to a WIOA program in order to be considered as a family of one.
- Individuals who receive, or are eligible to receive free or reduced lunch must provide:
 - School documentation of a free or reduced lunch;
 - A letter from TANF documenting approval; or
 - A letter from SNAP that documents approval.
- High poverty area verification must include case notes in AJC that indicate the name of the high poverty areas (county) or census tract number that was used on making the determination that the youth live in a high poverty area. The poverty rate for a high poverty area must also be included in case notes in AJC.

Refer to the table below for Income Inclusions/Exclusions listing for determining household income.

Income Inclusions	Income Exclusions
Wages and salaries	Allowances, earnings, and payments to individuals participating in programs under Title I of WIOA
Self-employment income	Any payment to volunteers under Title I (VISTA and others) and Title II (RSVP, foster grandparents, and others) of the Domestic Volunteer Service Act of 1973
Social Security (Old-Age, Survivors, and Disability Insurance) benefits	Payments to volunteers under Section 8(b)(1)(B) of the Small Business Act (SCORE and ACE)
Private and government retirement benefits	Payments and allowances to individuals participating in AmeriCorps to the extent excluded by the National and Community Service Act of 1990
<p>Military pension payments and benefits-</p> <ul style="list-style-type: none"> • Authorized by Title 10 U.S. Code (such as those received by military retirees whether or not their retirement was based on disability) • Paid under Chapter 15 of Title 38 U.S. Code 	Student financial assistance received under Title IV of the Higher Education Act of 1965, including the Pell Grant, Supplemental Education Opportunity Grant, State Student Incentive Grants, National Direct Student Loan, PLUS, College Work Study, and Byrd Honor Scholarship Programs, to the extent excluded by the Act
Interest, dividends, rental income, and other property income	Payments received under the Carl D. Perkins Vocational Education Act, as amended by the Carl D. Perkins Vocational and Applied Technology Act Amendments of 1990, P.L. 101-392
Unemployment and workers' compensation	<p>Military service-related income –</p> <ul style="list-style-type: none"> • Any amounts received as military pay or allowances by any person who served on active duty, and certain other specified benefits paid while on active duty or paid by the Department of Veterans Affairs (VA) for vocational rehabilitation, disability payments, or related VA-funded programs • All pay and/or financial allowances

	<p>earned while a veteran was on active duty</p> <ul style="list-style-type: none"> • Any financial benefits received by a covered person under the following Chapters of Title 38 of the U.S. Code: <ul style="list-style-type: none"> ○ 11. for service-connected disability or death ○ 13. Dependency and indemnity compensation for service-connected deaths ○ 30. All-volunteer force educational assistance program ○ 31. Training and rehabilitation for veterans with service-connected disabilities ○ 35. Survivors' and dependents' educational assistance ○ 36. Administration of educational benefits • Benefits received under Chapter 106 of Title 10 U.S. Code, Educational assistance for members of the selected reserve
Regular contributions for support (alimony and child support)	Lump sum payments or large cash settlements (i.e., payments that are not received on a regular basis), including compensation for a loss that must be replaced (e.g., payment from an insurance company for fire damage to a house)
Lump sum payments that are put into a savings account and are regularly withdrawn by the household for living expenses (the amount withdrawn is counted as income)	

Basic Skills Testing

A youth is basic skills deficient when one of the following definitions applies:

- The youth performs any of the following at or below an 8th grade level:
 - Compute or solve math problems;
 - Read English;
 - Write English; or

- Speak English.
- The youth is unable to:
 - Compute or solve problems, read, write, or speak English at a level necessary to function on a job, in the individual's family, or in society, as determined in local policy.
- The Test of Adult Basic Education (TABE) Version 11/12 must be used to determine whether the youth is basic skills deficient. The LWDA or Youth Service Provider may use other assessment tools appropriate to the target population as determined by the LWDA except for determining basic skills deficiencies.
- Testing must be administered during the eligibility determination process or no later than the date of participation, i.e., the date of the first service.
- LWDA's are not required to re-test youth, if the youth was tested using TABE Version 11/12 within the past six months and the partner program has provided the test results.

When administering assessments, individuals with disabilities should be provided appropriate accommodations according to the guidelines associated with the assessment tools used to determine functioning levels, Section 188 of WIOA, and LWDA policy.

Selective Service Requirements

- Each LWDA is responsible for determining Selective Service status of male youth prior to program enrollment. Every male citizen, or any male residing in the United States, born after December 31, 1959, unless exempt, is required to register with the Selective Service System (SSS) between their 18th and 26th birthdays. Registration with SSS can occur within 30 days of a male's 18th birthday and must occur prior to attaining his 26th birthday.
- Male youth participants who turn 18 years old while enrolled in the program must complete a Selective Service Registration within 30 days of their 18th birthday. If a participant does not register for Selective Services within 30 days of his 18th birthday, he is no longer eligible to receive WIOA services. Youth denied services must be advised of available WIOA grievance procedures.
- A detailed list of males who are and who are not required to register with Selective Service due to an exemption may be found online at <https://www.sss.gov/Registration-Info/Who-Registration>.
- Selective Service registration can be verified online at <https://www.sss.gov/Home/Verification>. The male's name, date of birth, and social security number is needed to verify registration.
- See the "Selective Service Requirement" policy for additional information.



Consent Agenda.

Title 1B Quarterly Report

January 2026

Quarter 2

Report

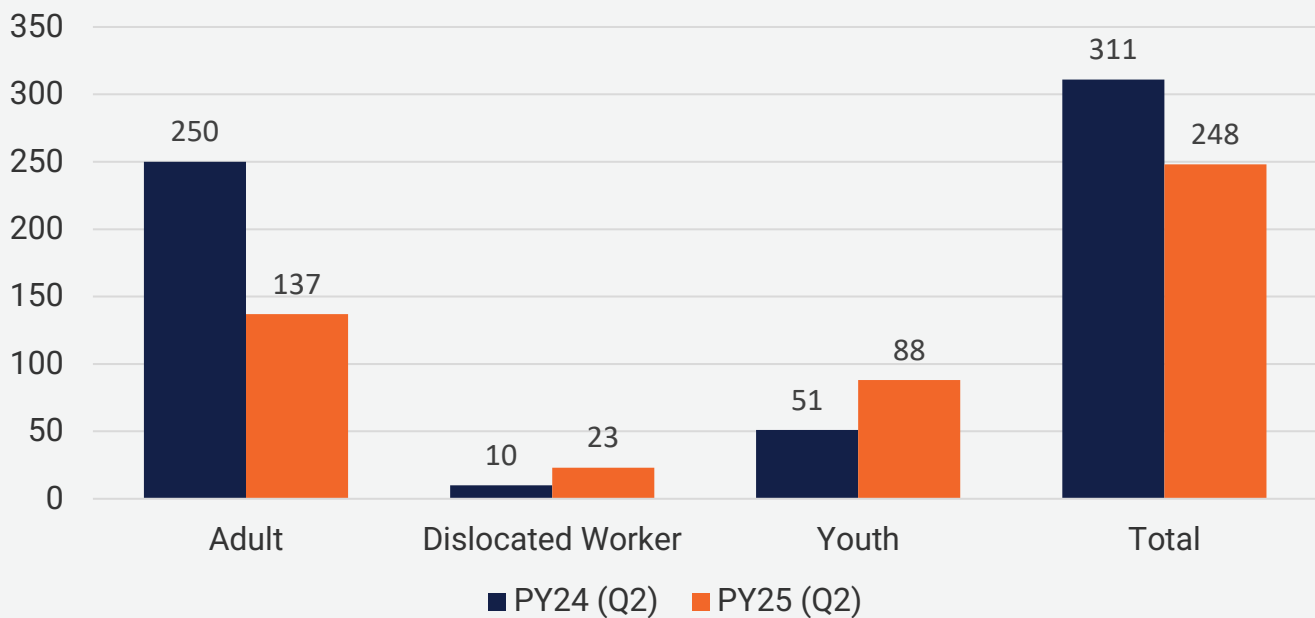
PY25

Maricopa County
Human Services Department
Workforce Development Division

Overall Enrollments

In Q2 of PY25, we continued to observe a significant reduction in enrollments consistent with availability of funding. All client groups had a decrease of enrollments compared to the same quarter last year. The Workforce Development Division (WDD) has continued to review staffing levels, operational costs, and allowable expenditures to make sure we're maintaining appropriate levels of service and fiscal responsibility.

Enrolled Participants



Comprehensive Center Traffic

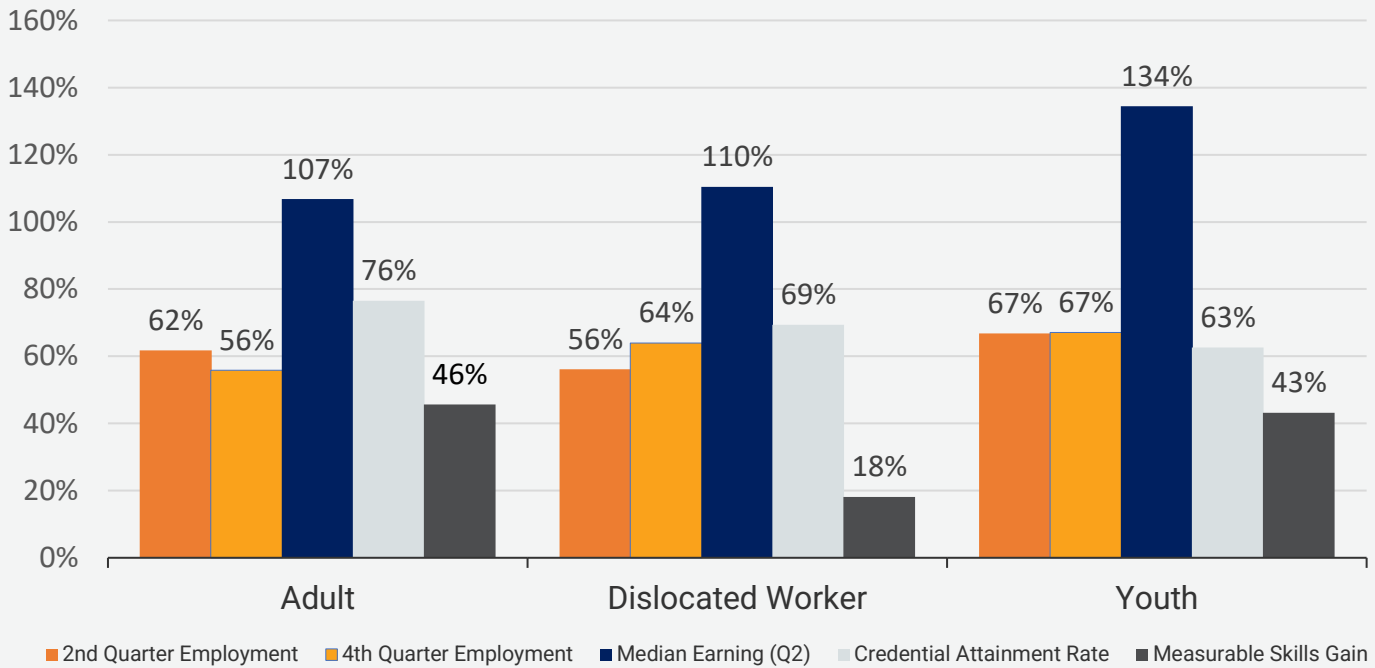
In Q2 of PY25, the West Valley Outpaced the East Valley Center in Traffic which has been the historical norm. Both the WVCC and the EVCC are operating expanded service hours, with both centers now open 8am – 7pm, Monday through Thursday. In Q2 we saw a slight increase in traffic from the previous quarter for the WV and a notable decrease for the EV.

West Valley – 3,096 Job Seekers (3,059 Last Quarter)

East Valley – 1,979 Job Seekers (2,468 Last Quarter)

WIOA Performance

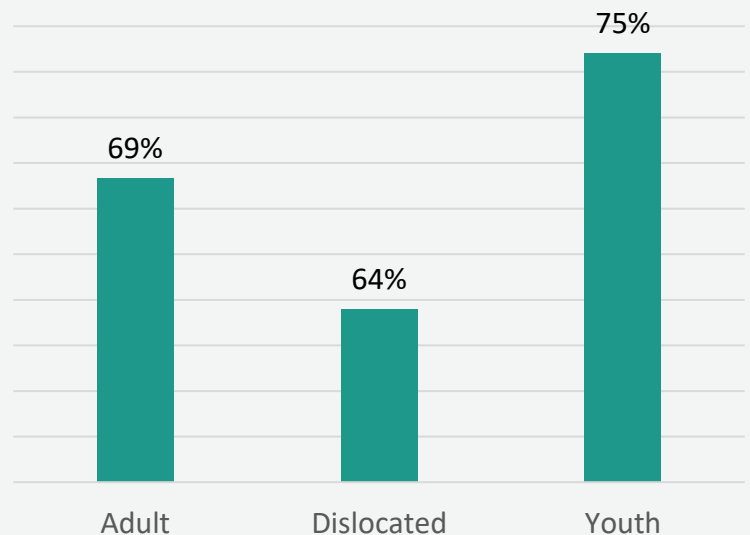
WIOA Performance Measures



In the second quarter of PY25, we're within acceptable performance scores for this time of the year. Many of these performance measures are cumulative and will naturally increase as enrolled participants move through the program and begin demonstrating outcomes. Compared to Q2 in PY24, we're slower along in some metrics, and very close to being the same in others. We will continue to focus on delivering services that directly lead to positive outcomes.

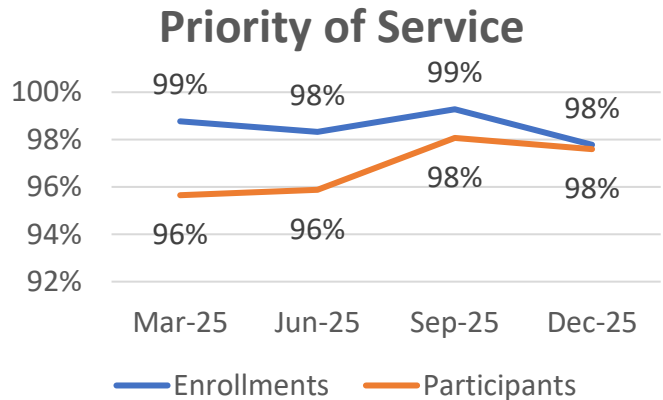
Overall Scoring: The overall scores for the three core programs are an average of the scores from the five performance measures displayed above. As the individual metrics increase, so will our overall scores. Maricopa County is on pace to once again meet/exceed these expectations by the end of the program year.

Overall Scores



Priority Population Summary

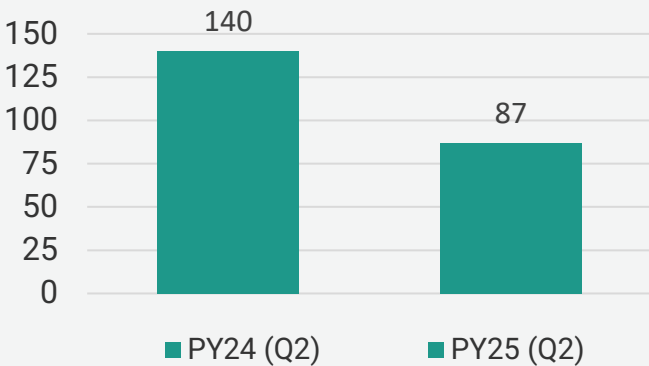
Priority of Service was implemented to ensure those most in need were receiving assistance. This approach has been instrumental in navigating the decrease in budget from PY23 to PY25. For a LWA to be as diverse and populous as ours, this is a huge accomplishment and a true testament to the work being done by our Title 1B frontline staff.



Work Experience

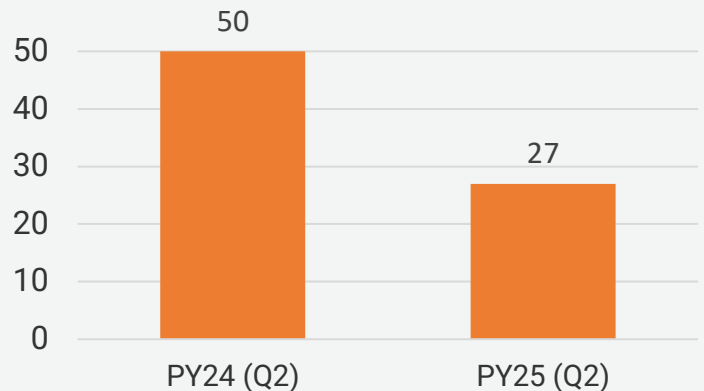
A Work Experience (WEX) is a planned, structured learning experience that takes place in a workplace for a limited time. Work Experiences may be paid or unpaid, as appropriate, and consistent with other laws, such as the Fair Labor Standards Act. A Work Experience provides participants with opportunities for skill development and includes academic and occupational education. The employer provides supervision and training to the participant as outlined in a Worksite Agreement. Work Experience wages are funded through the WIOA grant.

Youth Program



The Youth WEX program experienced a decline in participation compared to the prior year. There has been a very intentional effort by our team to identify youth participants who could benefit from a WEX opportunity and get them engaged.

Smart Justice



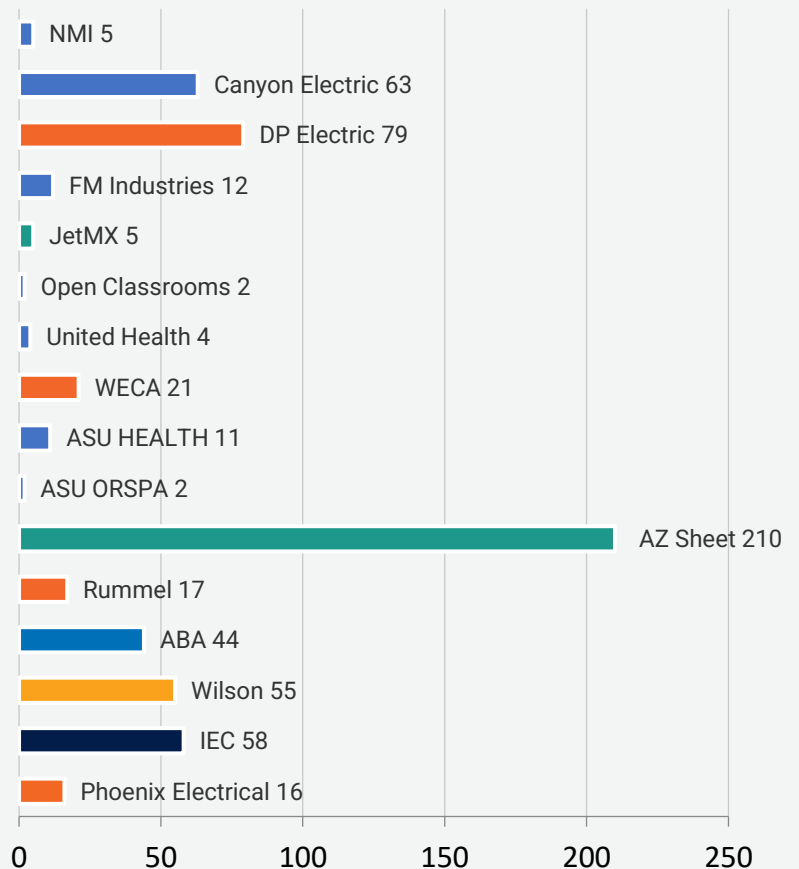
In Q2 of PY25, there was a decrease in the number of Smart Justice participants engaged in a WEX opportunity than the year prior. This program continues to be a model of consistency and amazing outcomes.

Apprenticeship

After reconciling all potential apprentices enrolled, there were 517 active participants in Q2 of PY25. Apprentices are funded through a combination of ARPA and WIOA funds, this has allowed us to support apprentices at an unprecedented level. As construction continues to be the largest industry supported by apprenticeships, we're also increasing interest in apprenticeships in Healthcare and Advanced Manufacturing. We look forward to supporting additional programs in the future. As funding levels continue to decrease, we will use all available information to make informed decisions and plans on how to allocate future funding.

Apprenticeship Participation Breakdown

We are currently working with 16 apprenticeship programs and have active participation in most of them. We have apprenticeship programs still in development that we will support their first cohorts in PY25. Construction remains the most funded industry across apprenticeships.

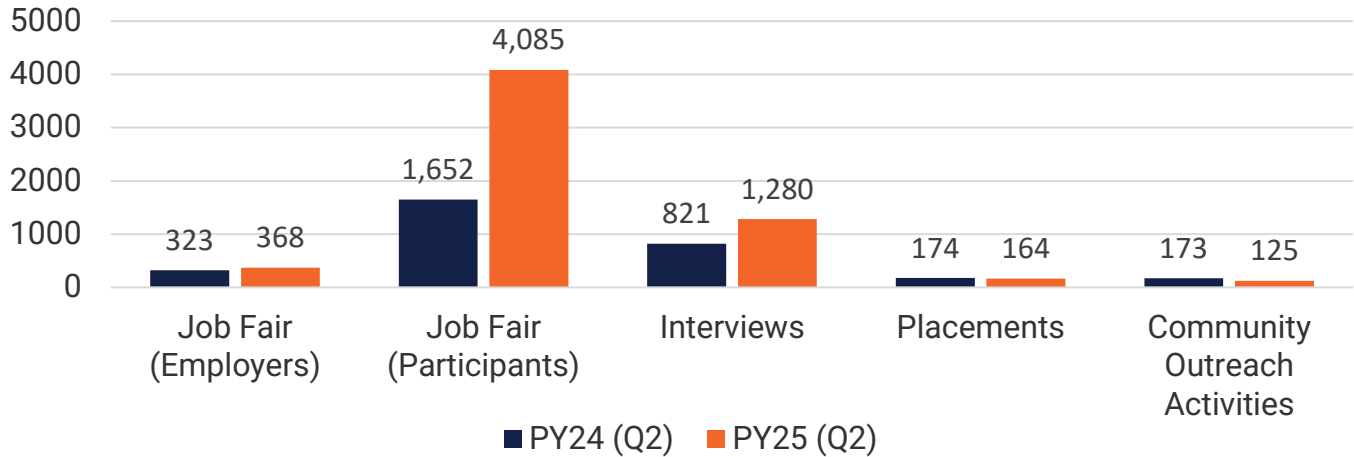


New Apprenticeship Partners

As is the objective of the MCWDB, we continue to support and explore new Registered Apprenticeship Programs coming to the Valley and gained 1 new partnerships during PY25 Q2. As of the end of Q2, we have one new potential partnership on the horizon with Comparion Insurance from the Finance industry. We receive communications from the State Apprenticeship Office of newly registered programs in our service area and have formed a new partnership with NMI from the Construction industry in October 2025.

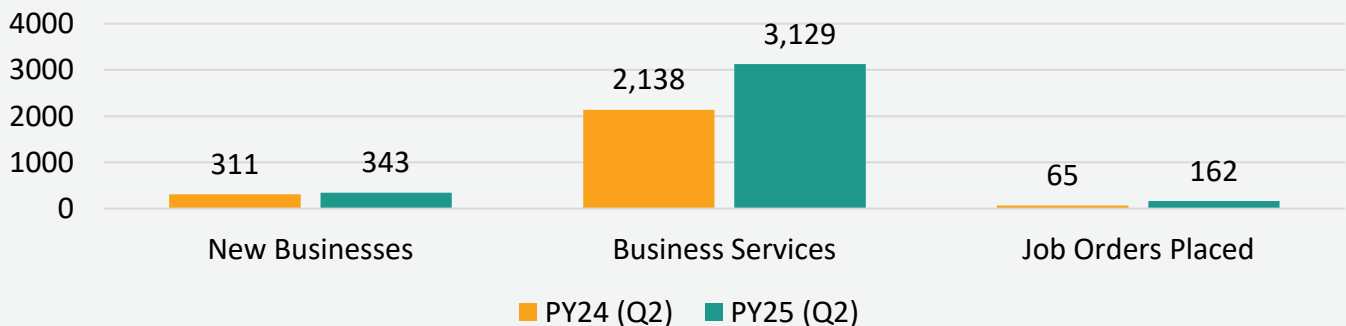
Business and Community Services

Workforce Development Coordinators (Cumulative)



The Workforce Development Coordinators (WDC's) continue to work closely with the local municipalities in whom we share an agreement with. The WDC's are tasked with providing all services offered at the two main career centers in Glendale and Mesa.

Business Service Representatives (Cumulative)



The Business Service Representatives serve as the face of services available to local businesses on behalf of the program. Staff are committed to connecting employers with highly trained and talented job seekers throughout our communities. There have been increases in all major Key Performance Indicators amongst our BSR team. Staff are tracking follow up services and providing the information to the employers for enhanced engagement.

Program Highlights

Youth Program

During the second quarter, the Youth Program remained highly active, facilitating 102 Meet & Greets and enrolling 72 new youth participants. The Youth team collaborated with 162 individuals to authorize 767 new services, including 13 WEX placement referrals and 24 supportive services. Additionally, the team maintained a strong focus on Occupational Skills Training (OST), advising and approving 32 training authorizations in key industry sectors such as Transportation, Health Care, Construction, and Information Technology.

The Youth Team made significant strides this quarter by implementing the new Pre-Enrollment Youth Flow Process and closely monitoring its impact. Their efforts led to a remarkable 58% increase in scheduled enrollments compared to the same period last year. They also achieved an impressive 88% reduction in the pending application queue and lowered the initial inquiry kiosk queue by 71%. In addition, to further streamline processes, the team began processing and delivering transportation support internally. Together, these outcomes demonstrate a substantial improvement in the team's ability to reach young people and connect them more efficiently to the services they need.

Beyond these initiatives, the Youth Program remained deeply connected to the community this quarter, actively participating in a wide range of visits, presentations, and job fairs across local schools and partner organizations. Staff supported students through key transition activities, engaged families at events like the Escalante Boo Bash and ASU West's Spooktacular, and delivered an Employability Skills Workshop to help young people prepare for the workforce. The team continued to work with the Autism Charter School and maintained a strong presence at multiple job fairs, including those in Glendale and the Tempe Public Library, while collaborating with adult education partners such as the Gilbert Adult Learning Program. Additionally, the program contributed to the Tempe Workforce Partnership Meeting by presenting on Youth WIOA services, further strengthening community relationships and expanding awareness of available resources.

Adult/Dislocated Worker Program

During the second quarter, 370 adults participated in WDD orientation sessions as part of their pursuit of workforce related goals. The Adult/Dislocated Worker program facilitated 299 Meet and Greet appointments which resulted in 132 participants being scheduled for enrollment appointments. During the second quarter, 96 individuals were determined eligible for the WIOA AD/DW program. The program maintained a strong focus on serving high-priority populations, including veterans, eligible veteran spouses, low-income individuals, and those with basic skills deficiencies. In addition, 37 clients began occupational skills training, and 617 new services were introduced to support incoming participants.

This quarter also marked the addition of new modules in Healthcare & Social Assistance, IT & Finance and Insurance, and Construction & Manufacturing to complement our existing CDL module. These enhancements enable participants to complete orientation while gaining deeper insight into the expectations, standards, and workforce demands of each industry.

The AD/DW team prioritized increasing Dislocated Worker enrollments this quarter by strengthening collaboration with the RESEA Title III team and expanding targeted outreach efforts. Through improved referral coordination with RESEA and proactive engagement in our resource labs and community job fairs and events, the team successfully enhanced visibility, connected with more eligible individuals, and supported growth in Dislocated Worker participation. These efforts contributed to a significant increase in DW enrollments, rising from 8 Dislocated Workers in Q1 to 23 Dislocated Workers in Q2. Additionally, this Q2 performance reflects a notable year over year improvement compared to Q2 2024, when 10 Dislocated Workers were enrolled.

Program Highlights (continued)

Adult/Dislocated Worker Program (continued)

The AD/DW team continued to participate in job fairs across Maricopa County including events in Surprise, Goodyear, Avondale, Mesa, and Tempe, helping expand employment opportunities and strengthen community engagement. Staff also presented the AD/DW program to GED students through the Gilbert Adult Learning Program. In addition, ARIZONA@WORK shared program information at Arizona State University's Spooktacular Fall Festival in October, further broadening our outreach efforts.

Smart Justice Program

During the second quarter, the Smart Justice team supported 113 orientations which then lead to 63 Meet and Greets. The team enrolled 64 participants and provided 507 services in the quarter. Additionally, Smart Justice supported 31 participants with Occupational Skills Training and 21 active WEX participants.

This quarter, Smart Justice engaged in a new initiative supporting re-entry veterans in a program called Bound by Valor. Smart Justice delivered its first presentation to the newly launched Bound By Valor Veterans Pod at Towers Jail, a dedicated housing and programming unit designed to strengthen camaraderie and support reentry success for incarcerated veterans. The Smart Justice team began implementing workforce readiness workshops in October, starting with career exploration and background disclosure, for cohorts of 20–25 individuals per session. Modeled after successful programming provided at Redeem and MASH, this partnership will complement the pod's existing programming (anger management, cognitive restructuring, resiliency, and more) by equipping veterans with the tools, confidence, and direction needed for successful reentry and long-term employment.

Community Partnerships

Existing partnerships were nourished and new partnerships developed in quarter 2. We led and engaged in high collaboration activities, including:

Workforce 2 You Year 3 Kick-Off: Buckeye, Guadalupe, and Surprise were selected for program locations and Maricopa County Community College will continue to be our service provider in this, the third year. We held a kick-off with the college for the municipality leaders and partners. We introduced the municipalities to program goals, activities, and timeline. We've since met with several layers of municipality and community organization leaders to determine coordinated outreach, potential pockets of high-need participants, classroom locations, scheduling, and potential opportunities for support services including laptops and transportation.

Renewing Intergovernmental Agreements with municipalities for cost-shared Workforce Development Coordinator positions:

This included working with several levels of municipality leadership to identify sometimes pivoting funding streams, determine agreement language, and obtain necessary approvals.

Job Fairs, Trainings, and a Joint Marketing Campaign with the Maricopa County Library District: Our training team launched the inaugural Senior Scam and Basic Computer Skills training at the Sun City library, with 9 seniors in attendance. The Library District and Workforce Development Division (WDD) have teamed together on a co-branded social media campaign, highlighting the library as a resource for job search, job fairs and other resources. We continue to hold, typically quarterly, job fairs at libraries, and most recently at the Southeast Regional Library in Gilbert.

Program Highlights

Community Partnerships (continued)

Trainer presented on behalf of WDD at the Westmarc West Valley Workforce Forum: Trainer, Christy Boelter, was a guest speaker covering the topic of hidden workers. She highlighted the strengths brought by hidden worker participants engaged in ARIZONA@WORK services to 106 participants from local agencies and businesses.

Business Services

The Business Services Team launched new Career Pathways Carousels in the Resource Centers where they stock copies of over 30 Career Pathways flyers. The Business Services Representatives (BSRs) developed these flyers to provide job seekers valuable information on a wide variety of careers including projected job openings, wages, education requirements, skills needed, work environment and career advancement potential.

The Rapid Response Coordinator in partnership with the Training Team hosted 7 Rapid Response Events for employers experiencing layoffs. The BSRs introduced 179 new employers to our services and checked in with 511 existing employers to offer services including job postings, job referrals, and hiring events. The BSRs supported 10 Job Fairs around the Valley, with 170 employer tables at the events.

Here are a few of the comments received from partners and employers attending our hiring events:

“What a day! I hope you and your team are proud of today—I know that I am.”

“It was a very good event, great candidates”

“Constant flow of interest – thanks for having us!”

“Great area – great turnout, love the interview area”

“Very diverse group of Job Seekers” “Thank you for setting this up and coordinating a successful event!”

“GREAT EVENT!”

“Great turnout as always.”

“Great Job!”

“Thank you for all the hard work you guys put in for these job fairs”

“Non-stop potential candidates approaching the booth from beginning to end”

“Very much appreciate the event, good turn out and we look forward to our scheduled interviews”

“A lot of good quality candidates, professional and qualified”

“Most job offers made at a job fair!”

Success Story

December 2025

Career Advisor: Cindy Kulas

Participant: Aaron

Aaron came to the ARIZONA@WORK Maricopa County Mesa office seeking a WIOA training grant to enroll in the Welding Technician program. At the time, he was under-employed, working a commission-only job with inconsistent hours. This instability created significant financial stress for his household of five.

Aaron also faced background challenges, including five felonies and having been off probation for only one year. He understood that his employment opportunities were extremely limited. Determined to find a sustainable career, he researched fields that were more accessible to individuals with his background and became interested in welding.

Although the Welding Technician program was costly and exceeded the amount covered by the WIOA grant, Aaron's father recognized his son's commitment and agreed to pay the remaining balance. With this support, combined with the WIOA funding, Aaron was able to enroll in the program.

Aaron successfully completed the 6-week training at the Vocational Training Institute. His skill level impressed the school so much that they offered him an additional welding course at no cost. Through this second course, he demonstrated his proficiency and earned his American Welding Society (AWS) welding certification.

This AWS credential played a key role in his job search, ultimately helping him secure employment with GTI Energy as a Welder earning \$25.00 per hour.

Aaron is grateful for the opportunity to receive funding for the Welding Technician training. Without this assistance, he would not have been able to complete the program, earn his AWS certification, or begin his new career path.



Maricopa County
Human Services Department
Workforce Development Division
Maricopa.gov/WDD



Consent Agenda.

Youth Committee Membership Update

Youth Committee Membership

	Name	Title	Affiliation	Notes/Special Circumstances
1	Anne Landers (Chair)	Chief Operating Officer	Junior Achievement of Arizona	MCWDB
2	Anna' Linchen A Yap	Director, Learning & Development	TSMC	MCWDB
3	Barbara Coakley	Director, MET Professional Academy	Peoria Unified School District	
4	Brittany Holmes	Associate Director, Professional Programs & Workforce Dev.	Arizona State University	MCWDB
5	Kathryn Che' Collins	Director of Training & Talent	Habitat for Humanity	MCWDB
6	Danielle Lertique	Program Supervisor	Arizona Department of Economic Security	MCWDB
7	Dr. Meredith Critchfield	Dean, College of Education	Grand Canyon University	
8	JakinDee Kosaka	Workforce Development Instructor	Maricopa County Adult Probation	MCWDB
9	Jessica Ruiz (Putton)	Director of Career Services	WestMec	
10	Jessica Rivera-Garcia	Executive Director	Arizona Head Start	
11	Marie Raymond	Community Health and Human Services Manager	Town of Tempe	
12	Robert Garcia	Executive Director, Workforce Development	Arizona Department of Education	
13	Tina Drews	Talent Management Director	Salt River Project	MCWDB
14	Yvonnda Shelton	Workforce Development Specialist	SciTech Institute	
15	Eric Cultum	Board Member	Agua Fria High School District Board	
16	Tiffany Bellows	Workforce Development Coordinator	Chandler Unified School District	
			Current Seats Occupied	16



MCWDB Reports.

MCWDB Quarter 2 Report



**MARICOPA
COUNTY**

**MCWDB
QUARTERLY REPORT**

**PY 2025 - 2026
2nd Quarter | October - December 2025**

ARIZONA@WORK™
MARICOPA COUNTY
A proud partner of the americanjobcenter network

Actions on MCWDB Required Roles

Strategic Functions

- 01 Monthly MCWDB budget financial reviews with the MCWDB Fiscal Agent to ensure open communication and proper management of MCWDB funds.
- 02 Continued collaboration with regional partners, including monthly meetings with the City of Phoenix and Pinal County, the continuation of the Regional Workforce & Economic Development Initiatives Workgroup, and the Central Arizona Workforce Forum Series.
- 03 Work with the State Equal Opportunity Officer to conduct Equal Opportunity monitoring at all service provider locations.
- 04 Continued work with the MCWDB Board and partners to identify areas of improvement for employers and job seekers, as identified in the 2024 Local Plan and 2025 Strategic Plan.
- 05 Continued collaboration and community partnership including social media collaboration with municipal and state partners (i.e., ARIZONA@WORK, City of Peoria, City of Surprise, and City of Avondale).
- 06 Continued collaboration with all workforce development local area stakeholders to ensure compliance.



System Capacity Building

- 01 Regular engagement with community stakeholders and key partners to actualize the Board's vision of creating a best-in-class workforce system.
- 02 Board Officer Elections FY26-FY28:
Chair: Tim Willenborg
Vice Chair: Dr. Noelle Trinder
Second Vice Chair: Shawn Hutchinson
Youth Committee Chair: Anne Landers
Appointed Member: Loren Granger
- 03 Secured two grants to further workforce investment: Industry-Driven Skills Training Fund Grant (U.S. Department of Labor) and the BuildItAZ Apprenticeship Initiative (Arizona Office of Economic Opportunity).
- 04 Continued meetings with Board of Supervisors' Liaison, Administrative Entity, and Career Service provider to ensure system and program oversight, alignment, and open and transparent communication.



MCWDB Goals

- 1 Determine long- vs. short-term in-demand industry and occupation workforce planning needs.
- 2 Establish sustainable funding opportunities based on workforce needs and shared funding partnerships.
- 3 Scan the environment (regional and state) to identify, leverage, and improve alignment of existing Arizona workforce expertise, economic development opportunities, and title partners.
- 4 Leverage network to establish consistent industry terminology requirements used by employers, educators, and organizations to align with job seekers' qualifications, certifications, lifestyle expectations, etc.
- 5 Recognize each in-demand industry's potential career pathway entry points for current and future job seekers of all levels.

Goal Progress Summary

During the 2nd Quarter (October - December), the Maricopa County Workforce Development Board (MCWDB) began tracking new goals from the 2025 Strategic Plan and closely monitored requirements to ensure compliance with the Workforce Innovation and Opportunity Act (WIOA) and the Department of Labor.

The MCWDB, in partnership with the Chief Elected Official's Liaison and the State of Arizona, has successfully established procedures and timelines to ensure full compliance with WIOA and provide the best value-added services to Maricopa County constituents. During this quarter, the following highlights were completed:

1. Conducted officer elections for the Chair, Vice Chair, Second Vice Chair, and Executive Committee Appointed Member.
2. Welcomed new board members: Michael Vazquez, Albert Blanco, and Elias Medina
3. Received notification of two new grant awards from the U.S. Department of Labor and the State of Arizona.
4. MCWDB staff collaborated with the City of Phoenix and Pinal County to convene the Regional Workforce & Economic Development Workgroup.
5. Approved updates to the following policies: Adult Program Eligibility, Dislocated Worker Eligibility, Occupational Skills Training, Self-Sufficiency, Support Services, ETPL, and Training Service Limits.
6. Continued monitoring site visits and continued eligibility for the Eligible Training Providers List (ETPL), which includes 60 Training Providers and 229 Programs.
7. Increased followers and reach across social media channels, boasting one of the largest social media followings across all local areas.
 - LinkedIn: 3,905
 - Instagram: 1,230
 - Facebook: 826

Anticipated Activities

This program year, the MCWDB, with support from staff, will implement the goals and strategies outlined in the 2024 Local Plan and the 2025 Strategic Plan.

The MCWDB measures local area performance to ensure resources are being maximized, pursues regional and collaborative partnership opportunities, and identifies innovative ideas in workforce development. All while ensuring compliance with WIOA and the 13 required functions of the MCWDB.

MCWDB activities include, but are not limited to:

- New Officer Elections
- Strategic Plan Reporting
- Board Member Orientation & Engagement
- Workgroup Stewardship:
 - Central Arizona Regional Workforce & Economic Development Workgroup
 - Manufacturing Workgroup
- In-Demand/Targeted Industry Review
- Local Plan Modification
- State & Federal Grant Oversight
- Continued Regional Collaboration with Pinal County & City of Phoenix
- Continued Policy Review



► One-Stop Operator Quarterly Progress

- Continues to provide daily front desk assistance to clients at the Maricopa County ARIZONA@WORK Career Centers.
- Holds regular monthly meetings with one-stop partners and leadership to foster collaboration and shared learning.
- Continuously assesses service gaps and promotes strategies to strengthen partner coordination and effectiveness.

► MCWDB Policy & Compliance Updates

The Compliance and Policy Manager performed monthly monitoring reviews of the MCWDB service provider, the Human Services Workforce Development Division (WDD). This new practice continues to strengthen oversight and enhance collaboration between the MCWDB and WDD. The reviews produced recommendations that support a best-in-class workforce system.

During this quarter, monitoring closure letters were received following the State Equal Opportunity Audit conducted in Spring 2025. The closure of this audit confirms that Maricopa County's comprehensive and affiliate sites remain in compliance with Equal Opportunity requirements. Additionally, this quarter required the submission of board documents to the Office of Economic Opportunity for monitoring. All required documents were submitted ahead of the January deadline.

Compliance documents reviewed and approved by the Full Board in Quarter II:

- Supportive Services Policy
- Training Services Limits Policy
- Eligible Training Provider List Policy

Policies and documents to be reviewed in the upcoming quarter:

- Needs Additional Assistance Policy
- Selective Service Policy
- Youth Program Eligibility Policy

FY26 Grant Awards

Maricopa County Awarded \$1.5 Million for Advanced Manufacturing Workforce Training

Office of Communications *Posted on November 06, 2025*

Maricopa County has been awarded \$1.5 million in Industry-Driven Skills Training Fund grants from the U.S. Department of Labor. Allocated via the Arizona Department of Economic Security, the funds will be used to train and upskill workers building careers in advanced manufacturing.

"Maricopa County has worked hard to develop programs and partnerships that strengthen our workforce," said Chairman Thomas Galvin, Maricopa County Board of Supervisors, District 2. "This grant enables us to double down on our partnership with Boeing, an employer to more than 4,800 people and 570 suppliers across the state, and build a more robust pipeline of highly skilled manufacturing talent. Thank you to the U.S. Department of Labor for funding this partnership and investing in our region's economy."



BUILD IT AZ

Arizona's construction and skilled trades pipeline receives third boost from apprentice initiative as it doubles number of registered apprentices across state.



A proud partner of the [americanjobcenter](#) network



Maricopa County
Workforce Development Board
301 W. Jefferson St., 9th Floor
Phoenix, AZ 85003
MCWDB@maricopa.gov



MCWDB Reports.

Fiscal Report



FY26 WIOA Financial & Budgetary Review





FY26

**WIOA Financial & Budgetary
Review**

**Eddie Contreras
Grants Accountant**

FY2026 WIOA Budget to Actual

Service Provider Approved Budget \$13,541,285

Expended YTD as of January 31st, 2026
\$6,909,866

WDB Approved Budget= \$1,328,774

Expended YTD as of January 31st, 2026
\$621,702

**In FY26 at minimum \$10,171,678 must be expended by June 30th, 2026
74% Expended as of January 31st, 2026

WIOA Funding by Category

Fiscal Year 07/01/2025-06/30/2026						
FY26 Service Provider (WDD)						
	FY26 Approved Budget	YTD FY26 1/31/2026	% Spent YTD	Forecast	% Forecast	Balance Remaining
Roll Up						
ADULT/DW	8,848,961	4,187,003	47%	7,173,857	81%	1,675,104
YOUTH	4,417,324	2,564,213	58%	3,706,590	84%	710,734
RR	275,000	158,650	58%	268,641	98%	6,359
Total	13,541,285	6,909,866	51%	11,149,088	82%	2,392,197
Fiscal Year 07/01/2025-06/30/2026						
FY26 Workforce Development Board (WDB)						
	FY26 Approved Budget	YTD FY26 1/31/2026	% Spent YTD	Forecast	% Forecast	Balance Remaining
Roll Up						
ADULT/DW	996,580	460,042	46%	876,562	88%	120,018
YOUTH	332,194	161,660	50%	292,187	88%	40,006
Total	1,328,774	621,702	47%	1,168,749	88%	160,024





Thank You

Expense Summary

FY 2026
 GRANT DES
 POP 07/1/2025-06/30/2026

Budget Category & Line Item Description	Budget	YTD EXP	Forecast	Remaining Budget	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED	CLOSED	--	--	--	--	--	--
					202601 Jul-25	202602 Aug-25	202603 Sep-25	202604 Oct-25	202605 Nov-25	202606 Dec-25	202607 Jan-26	202608 Feb-26	202609 Mar-26	202610 Apr-26	202611 May-26	202612 Jun-26	202613 Jul-26
PERSONAL SERVICES	518,276	260,477	446,630	71,646	34,876	31,880	38,683	40,698	35,369	40,335	38,636	35,123	36,879	38,636	38,636	36,879	-
ERE	182,200	90,067	156,671	25,529	12,287	10,809	13,708	13,476	12,602	14,075	13,111	12,145	15,706	12,835	12,835	13,084	-
INDIRECT COST	168,114	84,131	144,792	23,322	-	11,319	22,819	13,002	-	11,513	25,478	11,344	12,620	12,353	12,353	11,991	-
TRAVEL	45,790	13,220	31,475	14,315	-	146	-	779	2,028	10,250	17	500	-	-	-	-	17,755
PROFESSIONAL & OUTSIDE SERVICES	385,094	169,168	382,600	2,494	297	5,673	69,113	30,410	32,357	701	30,618	26,327	31,076	31,076	31,076	31,725	62,152
OPERATING SERVICES	24,050	4,639	6,581	17,469	-	310	1,302	716	2,084	114	114	319	319	319	319	319	349
EMPLOYEE EDUCATION & TRAINING	5,250	-	-	5,250	-	-	-	-	-	-	-	-	-	-	-	-	-
Total Amount	1,328,774	621,702	1,168,749	160,024	47,460	60,138	145,625	99,080	84,439	76,987	107,972	85,758	96,600	95,218	95,218	93,998	80,256
WORKFORCE DEVELOPMENT BOARD																	
PERSONAL SERVICES																	
7010 REGULAR PAY	518,276	260,477	446,630	71,646	34,876	31,880	38,683	40,698	35,369	40,335	38,636	35,123	36,879	38,636	38,636	36,879	-
PERSONAL SERVICES TOTALS	518,276	260,477	446,630	71,646	34,876	31,880	38,683	40,698	35,369	40,335	38,636	35,123	36,879	38,636	38,636	36,879	-
ERE																	
7501 FICA/MEDICARE TAX	39,648	19,073	33,314	6,334	2,449	2,439	2,841	2,912	2,677	2,960	2,795	2,687	2,821	2,956	2,956	2,821	-
7502 RETIREMENT	62,193	31,230	53,568	8,625	4,158	3,826	4,642	4,884	4,244	4,840	4,636	4,215	4,426	4,636	4,636	4,426	-
7503 MEDICAL	77,982	38,575	67,412	10,570	5,680	4,544	5,630	5,680	5,681	5,680	5,680	5,243	7,865	5,243	5,243	5,243	-
7504 WORKERS COMP	1,810	905	1,810	(0)	-	-	453	-	-	453	-	-	453	-	453	-	-
7505 UNEMPLOYEMENT	567	283	567	0	-	-	142	-	-	142	-	-	142	-	142	-	-
ERE TOTALS	182,200	90,067	156,671	25,529	12,287	10,809	13,708	13,476	12,602	14,075	13,111	12,145	15,706	12,835	12,835	13,084	-
INDIRECT COST																	
7920 INDIRECT COST	168,114	84,131	144,792	23,322	-	11,319	22,819	13,002	-	11,513	25,478	11,344	12,620	12,353	12,353	11,991	-
INDIRECT TOTALS	168,114	84,131	144,792	23,322	-	11,319	22,819	13,002	-	11,513	25,478	11,344	12,620	12,353	12,353	11,991	-
PROFESSIONAL & OUTSIDE SERVICES																	
8120 GENERAL SERVICES	8,500	5,782	6,431	2,069	-	5,673	109	-	-	-	-	-	-	-	-	-	649
8120 ONE STOP OPERATOR	373,094	161,161	373,094	-	-	-	68,104	30,410	32,029	-	30,618	25,477	31,076	31,076	31,076	31,076	62,152
8123 TECHNOLOGY SERVICES	3,500	2,225	3,075	425	297	-	900	-	327	701	-	850	-	-	-	-	-
PROFESSIONAL & OUTSIDE SVS TOTALS	385,094	169,168	382,600	2,494	297	5,673	69,113	30,410	32,357	701	30,618	26,327	31,076	31,076	31,076	31,725	62,152
TRAVEL																	
8411 TRAVEL - CONFERENCE-OUT OF STATE	35,790	10,656	25,773	10,017	-	146	(146)	379	10	10,250	17	-	-	-	-	-	15,117
8413 TRAVEL - MILEAGE/PER DIEM ALLOWANCE	7,500	525	3,163	4,337	-	-	146	-	379	-	-	-	-	-	-	-	2,638
8421 CONFERENCE REGISTRATION-IN STATE	2,500	2,039	2,539	(39)	-	-	400	1,639	-	-	-	500	-	-	-	-	-
TRAVEL TOTALS	45,790	13,220	31,475	14,315	-	146	-	779	2,028	10,250	17	500	-	-	-	-	17,755
EMPLOYEE EDUCATION & TRAINING																	
8420 TUITION REIMBURSEMENT	5,250	-	-	5,250	-	-	-	-	-	-	-	-	-	-	-	-	-
OCCUPANCY TOTALS	5,250	-	-	5,250	-	-	-	-	-	-	-	-	-	-	-	-	-
OPERATING SERVICES																	
8010 GENERAL SUPPLIES	5,000	1,056	1,056	3,944	-	-	-	-	1,056	-	-	-	-	-	-	-	-
8016 TECHNOLOGY SUPPLIES	2,000	1,353	1,353	647	-	-	1,188	-	165	-	-	-	-	-	-	-	-
8040 NON-CAPITAL EQUIPMENT	7,500	-	-	7,500	-	-	-	-	-	-	-	-	-	-	-	-	-
8203 EQUIPMENT LEASE/RENT	6,000	-	349	5,651	-	-	-	-	-	-	-	-	-	-	-	-	349
8390 TELCOM	3,500	2,230	3,823	(323)	-	-	-	716	863	114	114	319	319	319	319	319	319
8430 POSTAGE/FREIGHT/SHIPPING	50	-	-	50	-	-	-	-	-	-	-	-	-	-	-	-	-
OPERATING TOTALS	24,050	4,639	6,581	17,469	-	310	1,302	716	2,084	114	114	319	319	319	319	319	349
WORKFORCE DEVELOPMENT BOARD																	



MCWDB Reports.

Executive Director Report



Maricopa County Workforce Development Board Report



Steve Clark, Executive Director

February 6, 2026

Spring 2026 Compliance Projects

Laura Malhoit, Compliance and Policy Manager, is spearheading the team efforts to prepare for a flurry of compliance-related documents to be presented for approval this spring. The include Local Plan Modifications, Shared Governance Agreement (SGA), Bylaws, Memorandum of Understanding/Infrastructure Funding Agreement (MOU-IFA), Equal Opportunity Policy, and others. We utilize the Executive Committee to pre-screen most of these documents and will place them in the "Consent" section of the MCWDB meeting agenda.

At the February 19, 2026, MCWDB meeting, Laura will also be presenting recommendations from the Targeted Industry Focus Group regarding 2026 In-Demand Industries selection, for MCWDB discussion and approval. The Executive Committee has reviewed these and have suggested a small change. As you consider all compliance-related recommendations, please be aware that these have been reviewed by our legal council prior to being placed on our agends.

Central Arizona Regional Workforce Virtual Forum Series – Spring Session

On April 21, from 9:00–11:00 a.m., MCWDB will collaborate with the City of Phoenix and Pinal County on the Central Arizona Regional Workforce Forum Series-Spring Session. Agenda details are being finalized and the theme "Preparing Arizona's Workforce for the Age of AI" has been chosen. Opening speaker will be MCWDB Member Minky Kernacs, followed by the first panel who will discuss "How AI is Changing Work, Roles, and Talent Needs". The second panel will focus on "Building the AI-Ready Workforce: Education & Training Responses". Save the date and registration will be shared very soon for this virtual event. I hope you will attend.

Projects

We are continuing to work on several projects. They include:

- Partner collaboration
- ETPL oversight/restructuring
- OSO oversight/contract extension
- MOU/IFA review/revisions
- Title II Set Aside
- Central Arizona Regional Workforce Forum Series Spring Session planning
- MCWDB Committee Agenda Development
- Local Plan Mid-Cycle Modification
- Policy Revisions
- Social Media presence
- State Monitoring prep
- Title IB Monitoring

If you have any questions or comments about the content of this update, I can be contacted by phone at 602-377-3844 or by email at steve.clark@maricopa.gov.



MCWDB Reports.

Strategist Report

In-Demand Career & Apprenticeship Strategist Report

Katelyn Harris Lange | January 2026

Upcoming Events

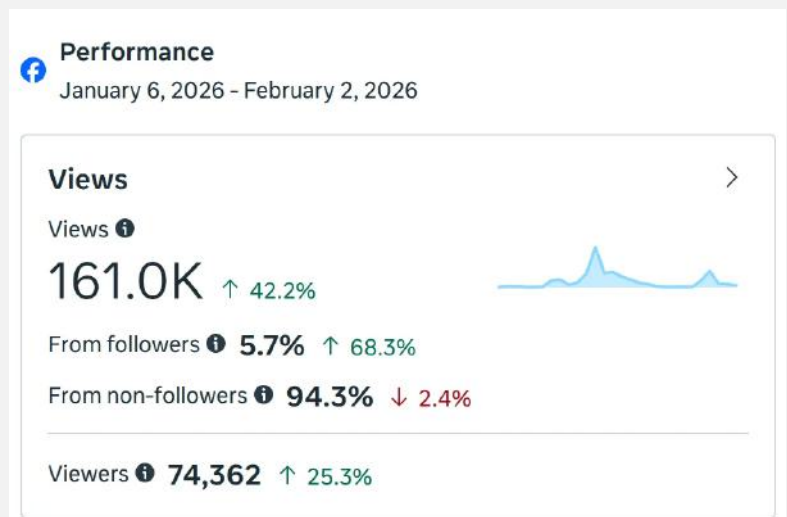
- **February 4, 5 & 12:** Hiring events in Glendale, Surprise, and Mesa
- **March 4:** Arizona Town Hall - Building Arizona's Workforce Capstone Presentation (in-person or online)
- **April 26 - May 2:** 12th Annual National Apprenticeship Week
- **April 30:** Arizona Apprenticeship Office Roadshow

Community Outreach

I attended the following community meetings & events:

- **January 8:** Arizona Assoc of Economic Development Monthly Workforce Committee Meeting
- **January 15:** Arizona Business & Education Council West Valley Spark Summit - Middle School Career Exploration

Social Media Update



We continue to see record attendance at hiring events (~300 attendees per event), share local job postings regularly, and are on track to surpass our FY26 follower growth goals with 2/3 goals met.

- **LinkedIn:** 4,165 Followers (Goal - 4,200)
- **Instagram:** 1.3K Followers (Goal exceeded)
- **Facebook:** 1.1K Followers (Goal exceeded)



MCWDB Reports.

Monthly One Stop Operator Report



MARICOPA COUNTY

A proud partner of the AmericanJobCenter network

To: Steve Clark, Workforce Board; Laura Malhoit, Nancy Avina Maricopa County Workforce Development Board (MCWDB)

Date: **January 12, 2025**

From: Janine Estrada – One Stop Operator

Subject: One-Stop Operator Report: December- 2025

Maricopa County One Stop Operator Front Desk Customer Interactions:

East Valley Career Center (Mesa)

Service	December -25
On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services)	607
Call Center	73
DERS ES Placement	21
JVSG Placement	11
DERS (AJC, Unemployment)	404
Smart Justice calls	11
Core Partner Referrals	63
Community Partner Referrals	21

West Valley Career Center (Glendale)

Service	December -25
On-site assistance (resume writing, Title I registration, program referrals, job referrals, Arizona Job Connection (AJC) referrals, and other related services)	834
Call Center	143
DERS ES Placement	26
JVSG Placement	9
DERS (AJC, Unemployment)- <i>tracked after 12/15</i>	
Smart Justice calls- <i>tracked after 12/15</i>	

Number of Enrollments for November 2025	Program(s)	Number
	Youth	31
	Adult/Dislocated Worker	52
The <i>updated</i> number of Enrollments for December 2025	Youth	22
	Adult/Dislocated Worker	62

Business Services Updates

- During the month of December, the Business Services team connected with 70 new employers and 146 existing employers. We received 1 WARN Notice for Rapid Response Services.

Number of customers welcomed at Satellite sites. (count kiosk numbers)

<u>SATELLITE LOCATIONS</u>	
Avondale	11
Glendale	237
Goodyear	10
Mesa	4
Surprise	6
Tempe	53
Wickenburg	17

OSO Team Updates December:

- OSO Community Partners Meeting Overview of Entryway – Opening the Door for Talent with Mandy Porter-Griffith with 36 attending
- OSO ARIZONA@WORK Maricopa County Collaboration Leadership (MCCL) Meeting: Review of 2025 and suggestions for 2026 with 16 in attendance
- OSO visited affiliate site locations for localized best practices
- OSO WVC Talent Engagement Specialist staffed.
- December One Stop Customer Satisfaction Survey 98%

Partners Updates:

- WVCC ES Supervisor shared highlights- Before Christmas suits donated to US Vets
- NFJP – Daisy Samano, Teresa Mendez – Opening in Yavapai County and Maricopa County for Workforce Development Coordinator. Agricultural & hours may present a challenge for candidates transportation, no shows, and bilingual.
- Title III- Supervisors Danielle Nahass - both WV and EV hiring DVOP, job will be posted after holiday season.
- RESEA- Amy Bratlie – Successes 444 scheduled and 339, 70% completion rate. 173 employment November. 500 clients a month.
- RESEA- Amy Bratlie – Numbers for December 180 scheduled, Completed 128, 92 employed and average day to employment 52
- EV Danielle Nahass LVER Kevin Miles-Outreach provided to 29 employers, 7 were new, 10 new job orders entered for 17 new job openings.
- Job Fairs
 - January 13, 2026 10am – 12pm 3406 n. 51st Ave
 - January 15, 2026 11am – 2pm Goodyear Recreational Center
 - January 28, 2026 4pm – 6pm Gilbert Public Schools Job Fair
 - January 29, 2026 11am – 2pm SE Regional Library
 - February 11, 2026 12pm – 2pm Veteran Constructions Apprenticeship Fair
 - February 20th 2026 10am – 1pm Pyle Adult Recreational Center
- Harmon Library 1325 S. 5th Ave. Phx. 85003 –3 pm to 5 pm
 - Registration link for upcoming events: [Burton Barr Central Library - Phoenix Public Library Event Calendar - Phoenix Public Library](#)
 - call 602-262-4636 for staff assistance
 - ~ Keith
- ARIZONA@WORK Virtual Employer Outreach Meeting
 - Time: 10:00 AM Arizona
 - Every month on the Third Tue, 60 occurrence(s)
 - Please download and import the following iCalendar (.ics) files to your calendar system.
 - Monthly:



A proud partner of the AmericanJobCenter network

https://azdes.zoomgov.com/meeting/vJlscumggDkuG4YzU9qjF6pDMDPYzscU5_0/ics?icsToken=98tyKuiurz4qEtKXtBjBel86FZngeerFiWRp_ppHqUb0CQYFcifbEtJ7KKF8JY3v

Join ZoomGov Meeting

<https://azdes.zoomgov.com/j/1615086241>

Meeting ID: 161 508 6241~ Tim Stump Voc Rehab

- JobBlast Link [Signup Form](#)

Warn and Non warn AJC:

Notice Date	Warn Type	Employer	Number of Affected Employees	LWIB Area
12/5/2025	Warn	Franklin Foods, Inc.	83	2003 - ARIZONA@WORK - Pinal
1/07/2026	Warn	Avelo Airlines	97	7 - ARIZONA@WORK - Maricopa County
1/07/2026	Warn	GNC Distribution Center	66	5 - ARIZONA@WORK - City of Phoenix
1/08/26	Warn	SMBC Group - JeniusBank	33	7 - ARIZONA@WORK - Maricopa County

1. Franklin Foods, Inc.- Permanently closed German-owned cream cheese and dairy manufacturer
2. Avelo Airlines – closing HUB- Mesa Gateway Airport, inconsistent revenue, with government program
3. GNC Distribution Center- dietary supplements distributor manufacturing firms slash jobs
4. SMBC Group - JeniusBank - digital bank division of Sumitomo Mitsui Banking Corp, closed

Location: GESD System of Care Center 7677 W Bethany Home Road Glendale, AZ 85303 (Event Center)

DATE/TIME	JOB CENTER LOCATION	# BUSINESS	# OF JOB SEEKERS ATTENDED	# Interviews	#Of Hires



A proud partner of the AmericanJobCenter network

12/4/2025 12 pm – 3 pm	Glendale Partnership Site	18	225	Scheduled 12 Pending surveys from 4 employers	2-Onsite Hires, pending potential from Offsite interview
-----------------------------------	----------------------------------	-----------	------------	--	---

List of companies Participating:

1. Glendale Elementary School District #40
2. Proctor & Gamble
3. Touchstone Health Services
4. US Army/US Army Reserve
5. Sevita
6. ThredUp
7. UCP of Central Arizona
8. Graybar Electric
9. Tenet/Abrazo Healthcare
10. Crecent Crow Distributing
11. Caring for Angels
12. Desert Diamond Casino
13. Desert Diamond Casino
14. The Exchange
15. Waffle House
16. Helping Heart
17. ARIZONA@1WORK Maricopa County Training Team
18. Parent Forward
19. U-Haul International
20. Jackson Hewitt Tax Services
21. Dysart Unified School District
22. US Border Patrol
23. US Army and US Army Reserve
24. Mom365
25. Arizona Army National Guard

Success Stories:

- Touchstone Behavioral Health successfully hired a candidate on the spot at the event.
- Glendale Elementary School District #40 successfully hired a candidate on the spot at the event.



Training Team Update 12/31/2025
Covers the period July 1, 2025 – June 30, 2026

Success Story / Highlights:

- WDD Trainer Sonia Ruiz connected with Sun City Library and Training Team Supervisor to secure Sun City collaboration to facilitate Scam and Fraud Workshop with Basic Computer Skills Overview.
- WDD Trainer Sonia Ruiz facilitated Cyber Safety & Computer Basics for Seniors Workshop at Sun City Library event to 10 participants covering topics Getting Comfortable with Computers, Navigating the Desktop, Email & Internet Basics, Scam & Fraud Prevention, Why Seniors can be Targets, & Best Practices and Quick Tips.
- WDD Trainer Juliann Drew facilitated Virtual Rapid Response Event for MicroChip & Buena Vista.
- WDD Trainer Juliann Drew facilitated CPR Outreach for City of Tempe EnVision Center with 2 participants becoming certified.
- WDD Trainer Juliann Drew presented AI preview to internal staff in preparation of Artificial Intelligence (AI) Overview Workshop launching January 2026.
- WDD Trainer Christy Boelter was speaker at Westmarc WD event creating content and presenting topic of Hidden Workers to 106 participants.
- WDD Trainer Christy Boelter completed training materials for Scam and Fraud workshop that was content used for Sun City Library event.
- WDD Trainer Christy Boelter facilitated Virtual Rapid Response Event.
- WDD Trainer Gary Metcalf tabled at Glendale Job Fair at GESD System of Care connected with 81 participants promoting our HSD WDD Programs and Services.
- WDD Trainer Lisa Marucci confirmed new outreach dates in 2026 for CTE high school programs in Mesa.
- WDD Trainer Heidi Hopkins-Basen confirmed Community Outreach (Tempe High School Senior Event) to offer Job Search Assistance Workshop 6 sessions of 10-15 students on 02/06/2025.
- WDD EV Trainers and Supervisor have supported workforce services at Mesa Workforce Center on site starting in October ended in December.
- WDD Trainers began supporting WDC Site Workshops if at least 1 client is registered.
- WDD Training Team Supervisor signed up 4 trainers to participate in Verbal Judo training 1.5 day workshop.
- WDD Training Team Supervisor collaborating with Public Health People and Culture Strategist Shelly Jarrett for future Career Mapping Training.
- WDD Training Team Supervisor collaborating with ADDW Managers and Communications Team on future Adult Orientation Video.
- WDD Training Team Supervisor and Manager collaborating with Wellness Supervisor Jordyn Smith for February Wellness theme, Heart Health Month CPR classes.
- WDD Training Team Supervisor and Management Assistant Katie Higgins worked with Managers to fulfill CPR PR.
- WDD Training Team Supervisor works with Trainers and Rapid Response Coordinator to review and support training for virtual and in person RR Events.
- WDD Training Team processes e-mail inbox inquiries regarding workshop registration and questions on training services.
- WDD Trainers and Supervisor supported Extended Hours coverage.
- Supervisor manages center calendar and assists with ARIZONA@WORK Maricopa County website updates for Job Listings, Hiring Events, and Calendars.

WDD CENTER TRAINING SERVICES	EVCC December 2025	WVCC December 2025	Program Year to Date EV Totals	Program Year to Date WV Totals	Program Year to Date Team Totals
Orientation Virtual Participants	17	44	374	568	942
Orientation In Person Participants	1	1	6	14	20
AJC & Client Portal Application Lab	1	4	24	29	53
CDL Module <i>(as of 07.2025)</i>	8	8	27	27	38
CDL Overview	0	0	0	0	4
Construction/Manufacturing Module <i>(started 10.2025)</i>	1	1	5	6	11
Construction/Manufacturing Overview	0	0	2	0	2
Health Care & Social Assistance Module <i>(started 10.2025)</i>	10	7	17	16	33
Health Care & Social Assistance Overview	0	0	0	0	0
IT / Finance & Insurance Module <i>(started 10.2025)</i>	4	2	9	8	17
IT / Finance & Insurance Overview	0	0	1	1	2
Job Search Assistance Workshop	1	2	46	30	76
Resume Writing Virtual Workshop	5	9	21	39	60
Resume Writing In Person Workshop	13	24	89	109	198
Resume Writing Lab	12	15	68	81	149
Job Interview Practice Virtual Workshop	3	7	18	35	53
Job Interview Practice In Person Workshop	1	6	11	26	37
Basic Computer Skills Workshop	2	10	6	46	52
Financial Empowerment Workshop	0	2	3	8	10
Introduction to Entrepreneurship Workshop	0	2	27	14	41
Workplace Readiness Workshop	0	0	1	5	6
Virtual Workplace Readiness Workshop	2	11	21	13	34
Youth Leadership Development Virtual Workshop	3	2	11	10	21
CPR/AED & First Aid Class	3	6	33	31	64
Spanish Basic Computer Skills Workshop	0	0	9	1	10
Spanish Financial Empowerment Workshop	0	0	0	0	0
Spanish Resume Writing Workshop	0	0	1	2	3
Youth Office Proficiency Assessment Assisted (Youth Lab)	17	6	53	60	113
Office Proficiency Assessment and Certification Obtained	23	4	33	13	46
Community Outreach Events (Refugee, etc.)	1	3	31	43	74
Community Outreach Event Participants	2	197	255	1461	1716

Rapid Response Events	1	2	9	9	18
Rapid Response Event Participants	1	20	56	71	127
Hiring Events Attended	0	0	6	6	12
Hiring Event Participants Connected With	0	0	534	608	1142
WDD New Hire Onboarding Staff	0	0	2	3	5
WDD Internal Training Classes	0	0	3	3	2
WDD Internal Staff Training Participants	1	1	52	49	101

WDC Site Workshop Update 12/31/2025

East Valley Workforce Development Coordinator Partnership Sites		
<i>Workshop Name/Type</i>	<i>Mesa Partnership Site # participants attended</i>	<i>Tempe Partnership Site # participants attended</i>
<i>Resume</i>	0	0
<i>Job Search</i>	0	0
<i>Interview</i>	0	0
<i>Financial Empowerment</i>	0	0
<i>Pop-Up 1:1</i>	0	4
<i>Held off-site, in community # of workshops/total # participants</i>	0 workshops / 0 parts	0 workshops / 0 parts
<i>Total # Participants</i>	0	4

West Valley Workforce Development Coordinator Partnership Sites					
<i>Workshop Name/Type</i>	<i>Avondale Partnership Site # participants attended</i>	<i>Glendale Partnership Site # participants attended</i>	<i>Goodyear Partnership Site # participants attended</i>	<i>Surprise Partnership Site # participants attended</i>	<i>Wickenburg Partnership Site # participants attended</i>
<i>Resume</i>	0	0	0	0	0
<i>Job Search</i>	0	0	0	0	0
<i>Interview</i>	2	0	0	0	0
<i>Financial Empowerment</i>	0	0	0	0	0
<i>Pop-Up 1:1</i>	4	2	4	0	2
<i>Held off-site, in community # of workshops/total # participants</i>	0 workshops / 0 parts	0 workshops / 0 parts	0 workshop / 0 parts	0 workshops / 0 parts	0 workshops / 0 parts
<i>Total # Participants</i>	6	2	4	0	2



A proud partner of the AmericanJobCenter network

ARIZONA@WORK Maricopa County Community Partner Meeting

Date: December 11, 2024, via Teams 2 pm -3 pm

Attendees: 36

Summary of monthly meetings in the future with the agenda and meeting minutes.

I. Welcome Remarks

- Janine Estrada welcomed participants to the *last 2025* ARIZONA@WORK Maricopa County Community Partners meeting.

II. Partner updates

- JobBlast Link [Signup Form](#) and job fair below
 - January 8, 2026 1pm – 4pm Avondale Resource Center
 - January 13, 2026 10am – 12pm 3406 n. 51st Ave
 - January 15, 2026 11am – 2pm Goodyear Recreational Center
 - January 28, 2026 4pm – 6pm Gilbert Public Schools Job Fair
 - January 29, 2026 11am – 2pm SE Regional Library
 - February 11, 2026 12pm – 2pm Veteran Constructions Apprenticeship Fair
- Harmon Library 1325 S. 5th Ave. Phx. 85003 –3 pm to 5 pm
 - Registration link for upcoming events: [Burton Barr Central Library - Phoenix Public Library Event Calendar - Phoenix Public Library](#)
 - call 602-262-4636 for staff assistance
 - ~ Keith
- Set Aside and Expungement Clinic-
 - January 8, 2026 3pm – 5pm Agave Library
 - January 29, 2026 3pm – 5pm Harmon Library
 - February 12, 2026 3pm – 5pm Ocotillo Library and Workforce Center
- For more dates refer to [Public Library Event Calendar - Phoenix Public Library](#)
- Compudopt – highlights Computer distribution fall *1,000 East Valley and West Valley
 - Michelle
- ARIZONA@WORK Virtual Employer Outreach Meeting
 - Every month on the Third Tue:
 - https://www.google.com/url?q=https://azdes.zoomgov.com/j/1615086241&sa=D&source=calendar&ust=1763478150206826&usg=AOvVaw3YEdM_axGcDqnl6Mpt27sO



A proud partner of the AmericanJobCenter network

Join ZoomGov Meeting

<https://azdes.zoomgov.com/j/1615086241>

Meeting ID: 161 508 6241~ Tim Voc Rehab

- III. Overview of Entryway – Opening the Door for Talent with Mandy Porter-Griffith
Entryway is a 501c3 nonprofit organization that upskills individuals to get them work-ready for entry-level positions in multifamily housing- Working to end homelessness through career and housing partnerships with real estate industry. 3yrs operating in AZ.

-61% of Americans live paycheck to paycheck

-1 in 4 Americans have no saving

-more than 635,000 Americans experience homelessness

(Sources: CNBC, Bankrate, National Alliance to End Homelessness)

- Process and How it works
 - Individuals Apply
 - Screen Applicants
 - Train Participants
 - Employer Participants
- Career Paths
 - Leasing Consultants
 - Maintenance Technician
 - Groundskeeping
- Impact Entryway AZ 2025
 - 26 participants hired and housed
 - 40 additional family members out of homelessness
 - 11 employed in temporary positions
 - 12 Obtained Non-industry Employment
 - 84% retention rate Q4

VI. Q &A

- Salary ranges for roles in program?
Depends on employer averages below
Leasing \$19-20hr with commission \$23-24hr
Maintenance Technician \$23hr, on call agreement, up to 50% discounted rent
Groundkeeper \$18hr
- Can participants own pets? Typical fees associated would apply

2



A proud partner of the American Job Center network

- Topics or strategies you'd like to explore in future meetings? (November feedback)
 - library services
 - Training for in-demand industries
 - Employment after getting SS card
 - Engagement
 - Resources for recent HS grads who need jobs, housing, transportation, etc

VII. Adjournment December 11th 2:36 pm

Next Meeting: Scheduled for Thursday, January 8th, 2025, from 2 pm to 3 pm



A proud partner of the AmericanJobCenter[®] network



ARIZONA@WORK Maricopa County Collaboration Leadership Meeting

Date: December 17, 2025, via Teams 2 pm - 3 pm

Attendees:

Title Ib:

Indian & Native American Programs (INAP):

National Farmworkers Job Program (NFJP): Daisy Samano, Teresa Mendez (PPEP)

Title II: JakinDee Kosaka(APD)Ilaria Verzillo (GALP)

Title III: Danielle Nahass, Mikyl Nutter, Wallin Gustin

Title IV Voc Rehab: Tim Stump

SCSEP:

RESEA: Amy Bratlie, Sandra Stephens, Victoria A, Makenna Spangler

AZ Apprenticeship: Betsy Nelson

TANF:

CTE:

DES: Tim Tucker

AZ Re-entry Second Chance:

Community Services Block (CSBG):

Salt River Pima-Maricopa Indian Community (SRPMIC): Crystal Banuelos

(COA) Laura Malhoit

Equus: Janine Estrada OSO

Summary of monthly meetings with the agenda and meeting minutes.

I. Welcome Remarks

Janine Estrada welcomed leaders to the ARIZONA@WORK Maricopa County Collaboration Leadership Partners meeting- last MCCL of 2025. Shifting towards more problem-solving settings. Partners encouraged to share challenges, successes, and innovations.

II. Partner updates

- NFJP – Daisy Samano, Teresa Mendez – Opening in Yavapai County and Maricopa County for Workforce Development Coordinator. Agricultural & hours may present a challenge for candidates transportation, no shows, and bilingual.
- Title III- Supervisors Danielle Nahass - both WV and EV hiring DVOP, job will be posted after holiday season.
- RESEA- Amy Bratlie – Successes 444 scheduled and 339, 70% completion rate. 173 employment Nov. 500 clients a month.

III. Review of 2025

- January- Collaborative Leadership -Respondents shared: Standard and that they liked seeing all the partner titles clearly delineate
- February- Workforce Development Division- Tina Luke- Presentation of business services provided by the Workforce Development Division.
- March- Workforce Initiatives at Chandler Gilbert Community College by Tom Pearson Dean of Workforce Development
- April- MOU and Infrastructure Agreement with OSO Janine Estrada- Highlighting the purpose of the MOU and IFA and goals
- May - RESEA program with Sandra Stephens and Amy Bratlie
Role and overview of the RESEA (Reemployment Services and Eligibility Assessment) program
- June- Maricopa County Human Service Department: Community Reliance Madison Ginsberg
- July- Safe Schools "Focus On Excellence" Youth Program and Teen Court. -Pam Neal
- August- Growth Gardening with Motivational Interviewing shared by of Erin Howard-Reid, M.Ed
- September- Vocational Rehabilitation Employment Outreach Team and VR services shared by Cassandra Avery and Tim Stump
- October- Phoenix Indian Center Olivia Hendricks
- November- MOU Feedback

IV. Feedback:

(Cross-training, Alignment & client engagement)

- Learn from the BSR team and the information that they share on a regular basis
- Identify and promote new cert/trainings aligned with industry needs
- Continue with cross-training, broad overview, understanding workflows and partner referral flows
- Share point utilization
- New partners

V. Adjournment 2:40 PM

Next Meeting:

January 21st 2 pm to 3 pm via Microsoft Teams with OEO



Community Impact Statement.

Success Story

Success Story

Participant Name: Abelardo C.

Month/Year: October 2025

Career Advisor: Angelica Dabrowski

Prior to working with the Smart Justice Program, Abelardo felt nervous and discouraged as he transitioned out of incarceration. He wasn't sure where to look for support while navigating life with a felony background, and the barriers ahead felt overwhelming. Having spent over ten years incarcerated, the adjustment back into society felt intimidating and uncertain, that is, until he learned about the Smart Justice Program.

Abelardo first heard about Smart Justice through his parole officer after completing the Second Chance Program at ASPC Tucson Manzanita Unit. At first, he was hesitant to begin, as the process required time & commitment, but once he enrolled and began meeting regularly with his Career Advisor, Angie, he felt fully supported. "I have nothing bad to say about the program," Abelardo shared.

Together, they agreed to focus on employment while also researching apprenticeship opportunities. Abelardo appreciated the engaging conversations he had with his Career Advisor, which helped him explore his career goals and find the best path forward. Through labor market information overview, apprenticeship research, and job search assistance, he received personalized career guidance that helped him secure full-time employment.

As of early October, Abelardo obtained full-time employment with Reddy Ice, earning \$22 per hour. Before his first paycheck, he requested and was approved for supportive services through the Smart Justice Program to help purchase work boots for his new role. Abelardo is grateful for the genuine support he received, feeling truly cared for and understood rather than just part of a process. He's excited about his current position, which offers room for growth as he gains experience, and he hopes to one day pursue an apprenticeship opportunity. Abelardo also hopes to spread the word about Smart Justice to others at Second Chance Manzanita Unit so they can benefit from the same opportunities and encouragement that helped him succeed.

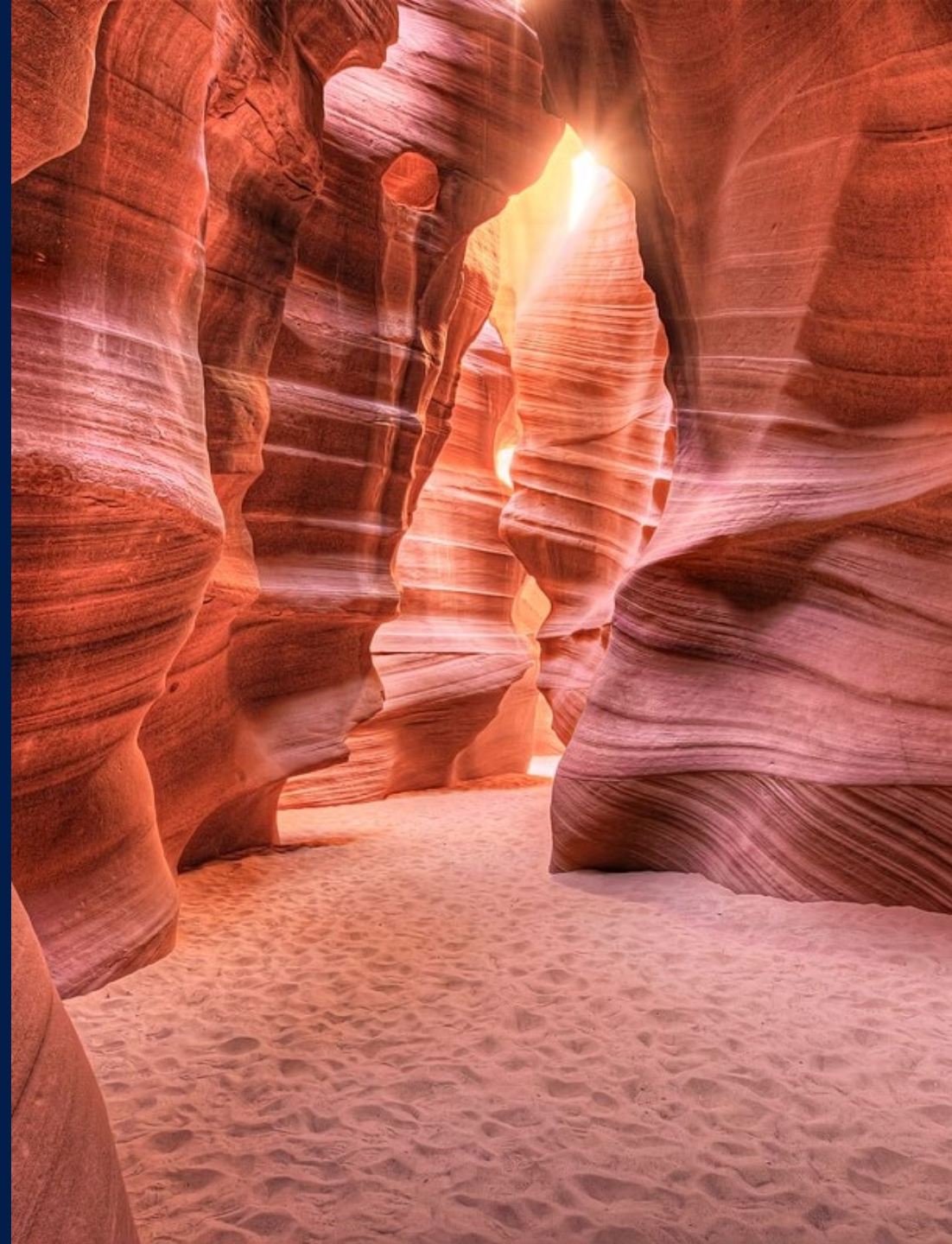


**Information/Discussion/
Possible Action.
Targeted In-Demand Industries**



Targeted In-Demand Industries Updates

Laura Malhoit : Compliance & Policy Manager : 2/19/2026



Purpose

- Present focus group-driven recommendations for targeted in-demand industries
- Share methodology used for recommendations
- Request Board approval of recommended industries

Targeted In-Demand Industries and Occupations Focus Group Overview

- Group included board staff, Workforce Development (WDD) leadership, and WDD Business Service Representatives (BSR)
- Met over multiple sessions to review data and validate findings
- Tasked with identifying industries and selecting a list of occupations that workforce area should focus for workforce and training activities
- Charged with identifying industries that are in-demand and accessible to job seekers

Targeted In-Demand Industries and Occupations Focus Group Outcome

Focus Group developed two lists for board consideration

1. Targeted In-Demand Industries

- Executive Committee- 1/22/26
- Full Board- 2/19/26

2. Targeted Occupations

- Executive Committee- 3/19/26
- Full Board- 4/16/26

Data and Inputs Used

- Labor Market Information (LMI)
 - [Employment Projections | Office of Economic Opportunity](#)
- Regional economic development priorities
- Participant outcomes and service trends
- Existing board and state priorities

Criteria and Rationale for Selecting Industries and Occupations

- Strong projected job growth
- Competitive wages
- Availability of training programs/credentials
- Required educational level needed at entry
- Alignment with regional employers

Focus Group Process

- Reviewed current targeted industries
- Analyzed LMI and employment trends
- Reviewed OEO list of occupations for consideration
- Discussed equity and training feasibility
- Reached consensus on recommendations

Targeted In-Demand Industries and Occupations Focus Group

- After taking the feedback from the focus group and upon further investigation, the staff have finalized our recommendation for targeted in-demand industry titles for discussion/approval

Current MCWDB Targeted In-Demand Industries

Construction

**Finance &
Insurance**

**Healthcare &
Social
Assistance**

Information

Manufacturing

**Transportation &
Warehousing**

Proposed MCWDB Targeted In-Demand Industries

Construction

**Finance &
Insurance**

**Healthcare &
Social
Assistance**

**Emerging
Technologies**

**Advanced
Manufacturing
and
Semiconductor**

**Transportation &
Logistics**

**Executive
Committee
Approved
MCWDB
Targeted
In-Demand
Industries**

Construction

**Finance &
Insurance**

**Healthcare &
Social
Assistance**

**Emerging
Technologies**

**Manufacturing
&
Semiconductor**

**Transportation
& Logistics**

Impact on Workforce Programs

- Guides eligibility for training investments
- Support consistent case management, planning, and service delivery
- Enhances employer engagement
- Improves participant outcomes

Board Action Requested

A person in a yellow shirt and dark pants stands on a rocky ridge, looking out over a vast valley. The valley is filled with green vegetation and small structures, with mountains in the distance under a cloudy sky. The foreground shows large, rounded rocks.

Approve the recommended list of In-Demand Industries as presented



Questions



Thank You



Information/Discussion Only.

Arizona State University AI Presentation

AI with ASU

ai.asu.edu

Amanda Gulley, Chief of Product and Experience Design, EdPlus at ASU

Ryan Chase, Senior Director, Partnerships, W. P. Carey School of Business

Daniel Gutwein, Senior Business Development Director,
Executive Education, Corporate Partnerships, and Lifelong Learning, W. P. Carey School of Business

Brittany Holmes, Associate Director, Professional Skills and Workforce Development,
Global Outreach and Extended Education, Ira A. Fulton Schools of Engineering

ASU's Approach to AI

Principled. Practical. Workforce-relevant.

AI is an enduring technology. ASU is deploying it **responsibly and at scale**

Grounded in **Principled Innovation®**: equity, access, privacy, and social benefit

AI is designed to **augment human capability**, not replace people

Focused on **real-world impact** in learning, work, and public good

ASU's AI Ecosystem

Tools, Guardrails, and Governance

CreateAI Platform

Secure environment for building and deploying AI at ASU

CreateAI Builder

Build custom AI tools in as few as **three steps** — no engineering background required

ChatGPT Enterprise for ASU

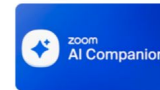
Enterprise-grade privacy and security; ASU data is not used to train models

Digital Trust & Ethics Oversight

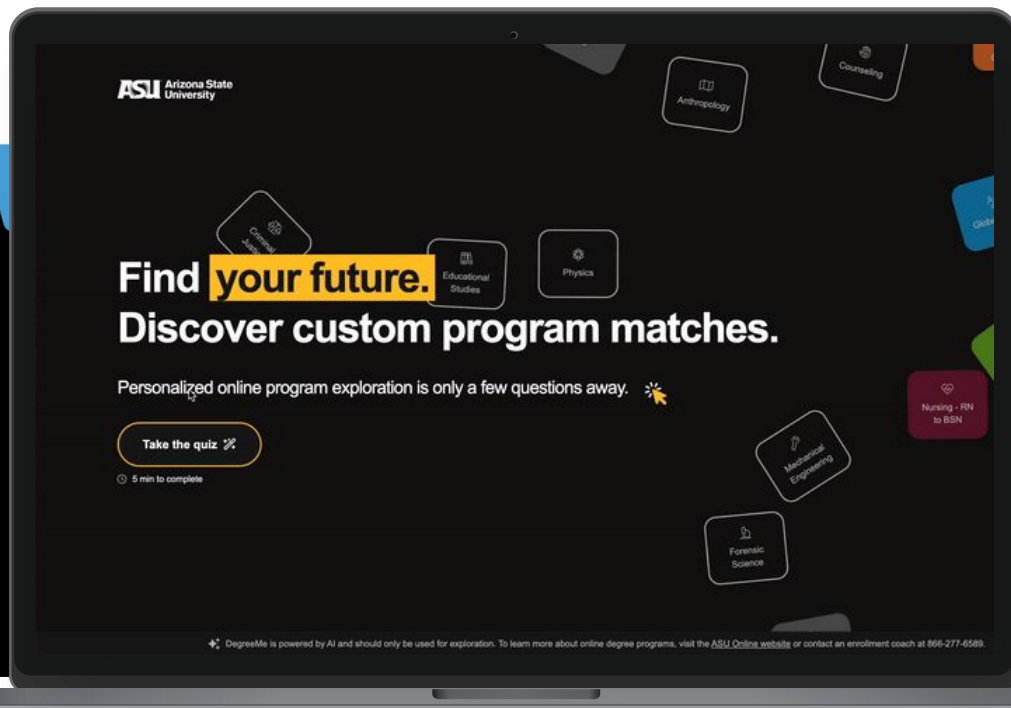
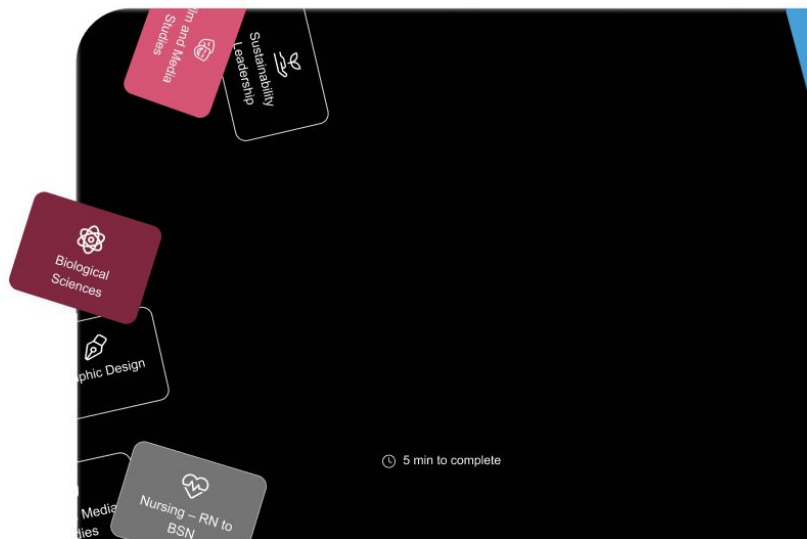
University-wide guidelines, ethics committee, and evaluation framework



MyAI Builder empowers the ASU community to create custom AI experiences



DegreeMe



DegreeMe an AI-powered tool that helps match prospective students to degrees by taking a simple quiz about their interests and goals.

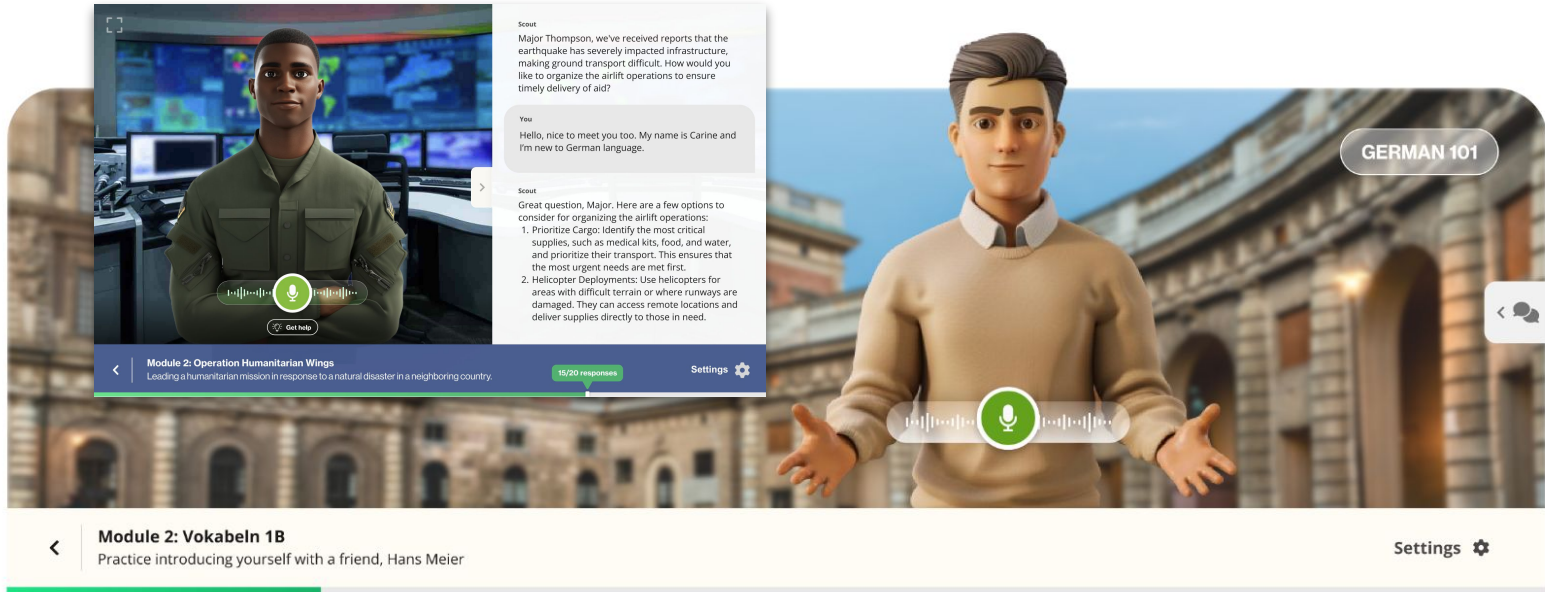
30K
completed quiz

3.8/5
CSAT in degree matches

1K
enrolled

Scenario-Based AI Training

Working toward a licensed solution for Edu and Workforce.



Language Buddy is a generative AI tool developed at ASU that allows students to practice speaking in a foreign language, like German, through level-appropriate conversations, helping them gain confidence and improve their skills anytime, anywhere.

Personalized and adaptive learning + **Conversation transcripts**
Immediate feedback + **24/7 Language immersion practice**
Real-time natural language conversation +

AI Programs across ASU (A short sample!)

Undergraduate

- Bachelor of Science in Artificial Intelligence in Business
- Online Bachelor of Science in Artificial Intelligence in Business

Graduate

- Artificial Intelligence Engineering (Electrical Engineering), MS
- Artificial Intelligence Engineering (Human-Centered Artificial Intelligence), MS
- Artificial Intelligence Engineering (Mechanical Engineering), MS
- Artificial Intelligence Engineering (Robotics), MS
- Artificial Intelligence Engineering (Computing Sciences) MS- *Coming Fall 2026*

Doctoral


- Artificial Intelligence, PhD

Career and Professional Learning

- W.P. Carey Certificate: Artificial Intelligence in Business
- AI and the Future of Work
- AI Foundations: Prompt Engineering
- Scripting ChatGPT with Python
- Generative AI for the Workplace
- A Decision-Maker's Guide to Machine Learning and Generative AI

The Executive Edge: Leveraging AI for Manufacturing Excellence

A one-day executive workshop empowering leaders to drive intelligent manufacturing transformation.

 Saturday, April 11
Thursday, May 7

 In-person

 ASU Polytechnic Campus

 \$850

[Learn more](#)

W. P. Carey's Approach to AI

Comprehensive
Business Focused
Ethically Grounded

Dedicated to advancing AI and data analytics with a **mindful, human-centered approach**

Blends technical AI understanding with **strategic business insight**

Spans **all** business disciplines and **integrated across programs**

Provides **flexible pathways** for **students and professionals** to gain AI skills that are **immediately applicable** in the **evolving workforce**

Professional Learning

Leveraging AI for Business Impact

AI in Business Online Certificate | Fall 2026 Delivered Online

Duration: 17 Weeks

Courses explore how to embed AI systems into operations, use Python to analyze data, and apply machine learning to real-world business challenges. This program goes beyond theory, equipping learners to lead AI-driven transformation across industries.

The program is available to anyone while having the option for coursework to stack into designated W. P. Carey master's degrees.

Courses include:

- AI in Business
- Programming for AI and Data Analytics in Business
- Machine Learning in Business

Cost: \$650 per course

\$1,650 full certificate (early bird)

\$1,950 full certificate (standard)

Learn more

Advancing in the Age of AI

Intensive Programs Delivered on Tempe Campus

AI in Action: AI Fundamentals for Executive Leadership April 10

A concentrated 4-hour session, designed and delivered by renowned ASU faculty to empower leaders to use AI effectively within their roles

[Learn More](#)

\$400 (early bird)

\$500 (standard)

AI & Customer Experience: From Automation to Affection April 14

Half-day session to learn AI tools to shape design and troubleshoot the customer experience journey

\$400 (early bird)

\$500 (standard)

AI & Digital Futures May 14-15

Strategic, practice-focused exploration of how AI and emerging digital technologies are transforming organizations, operating models, and work

\$1,200 (early bird)

\$1,500 (standard)

Upcoming: AI + Supply Chain | October 5 -7

Please follow us on [LinkedIn](#) for future updates

Partner Day Tempe Campus

[Learn More](#)

[Register Here](#)

Complimentary

Wednesday April 29, 2026 | 8:00am-2:30pm
Memorial Union, Ventana Ballroom

Agenda | Confirmed Engagements

- **AI in SCM** | Faculty led peer discussion
Brett Duarte, NASPO Department of SCM
- **AI in Marketing** | Faculty led peer discussion
Martin Mende, Department of Marketing
- **Annual Economic Outlook**
Dennis Hoffman, National Outlook
Lee McPheters, Local & State Outlook
Mark Stapp, Real Estate Outlook
- **Applied Project Student Showcase**

In development for program:

- Co-Op Showcase
- Project Showcase

Partner Day Tempe Campus

[Learn More](#)

[Register Here](#)

Complimentary

Wednesday April 29, 2026 | 8:00am-2:30pm
Memorial Union, Ventana Ballroom

Agenda | Confirmed Engagements

- **AI in SCM** | Faculty led peer discussion
Brett Duarte, NASPO Department of SCM
- **AI in Marketing** | Faculty led peer discussion
Martin Mende, Department of Marketing
- **Annual Economic Outlook**
Dennis Hoffman, National Outlook
Lee McPheters, Local & State Outlook
Mark Stapp, Real Estate Outlook
- **Applied Project Student Showcase**

In development for program:

- Co-Op Showcase
- Project Showcase

Thank you!





Information/Discussion Only.
Boilermakers Local 627 –
Post BuildItAZ Grant Summary Report

BOILERMAKERS LOCAL 627

**Phoenix Arizona
Workforce Development
Capabilities and Projects**

Boilermakers Apprenticeship Program

- Established construction training programs equipped with the essential skills in welding and rigging to meet the demanding needs for heavy industrial infrastructure.
- Structured recruiting programs reaching out to young local people that want to join the trades.
- Boilermakers can source skilled workforce from all over the country if needed.





Western States Apprenticeship Program

- Based out of Page Arizona
- 8 Western States Locals for 13 states
- www.westernstatesjac.org/apply-for-apprenticeship
- Local applies for reimbursement for training items

Apprentices Dispatch Requirements

- Drug Test
- OSHA 30
- Rigging Modules

Boilermakers Apprenticeship Program

- Contractors contribute \$1.50 per hour (part of bid package)
- 6000 jobsite hour program.
- College or Trade School credited hours.
- Welding certification credited hours.
- Written rigging test credited hours.
- Currently 42 apprentices.
- 160 hours online Learning Management Training.
- 21 on the job training modules tasks.
- 4 – 3 week, courses at Local 627 Training Center.

- Drafting
- Blueprint Reading
- Math
- Metal Fabrication
- Tube Rolling
- Arc Gouging
- Oxy/Acetylene Torch
- Powerhouse rigging
- Different processes of welding
- Stud shooting
- Tank building
- Boiler tube repair
- Block reeving
- Layout



Boilermakers from coal-impacted communities in Arizona and New Mexico are joining the energy transition by building strong partnerships with utilities and developers. Their work supports lowering Arizona's carbon emissions, maintaining reliable energy, and preparing a skilled workforce for emerging technologies such as CCUS, hydrogen, and pumped-hydro storage.





Boilermakers Apprentice Indenturement 2024



Boilermakers Apprenticeship Indenturement 2025

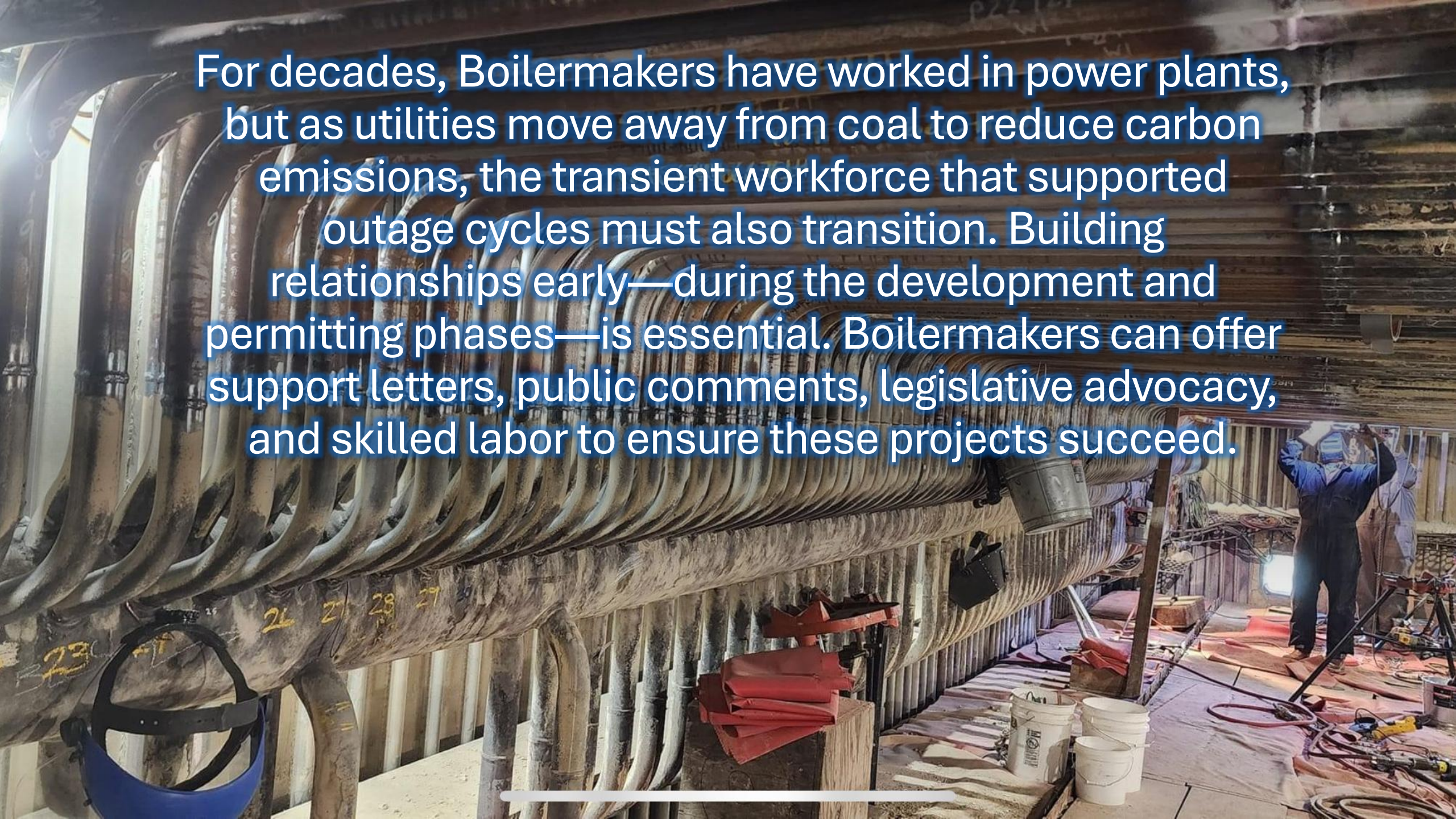
The energy sector technologies will rely on the Boilermaker apprenticeship program training the skills needed for the boots on the ground. Ensuring the next generation of young workers will be educated for setting process vessels, pressure vessels, and other infrastructure needs.

In the last two decades the Boilermakers have seen dramatic decrease in hours due to the closures of coal fired power plants.

Boilermakers must transition into other industries.



For decades, Boilermakers have worked in power plants, but as utilities move away from coal to reduce carbon emissions, the transient workforce that supported outage cycles must also transition. Building relationships early—during the development and permitting phases—is essential. Boilermakers can offer support letters, public comments, legislative advocacy, and skilled labor to ensure these projects succeed.



- **Power Plant/ Steam Generation**
- **Petroleum refining / Petroleum storage vessels**
- **Pulp and Paper**
- **Water treatment tanks and storage vessels**
- **Pumped Hydro Storage**
- **Chemical plant tank storage**
- **Chemical mixing tanks**
- **Emission controls duct work**
- **Chemical Exhaust Duct work and Recovery**
- **Direct Air Carbon Capture**
- **Nuclear Power Generation**
- **Ethanol and Renewable fuels**
- **Chemical abatement systems**
- **Brewery and Distilling**
- **Copper smelter and ore processing**
- **Critical mineral processing**
- **Cement production**
- **Semiconductor Manufacturing**
- **Carbon Capture Storage**
- **Electric Vehicle Battery manufacturing**
- **Hydrogen Process Vessels**
- **Hydrogen storage tanks and infrastructure**
- **Geothermal Power**

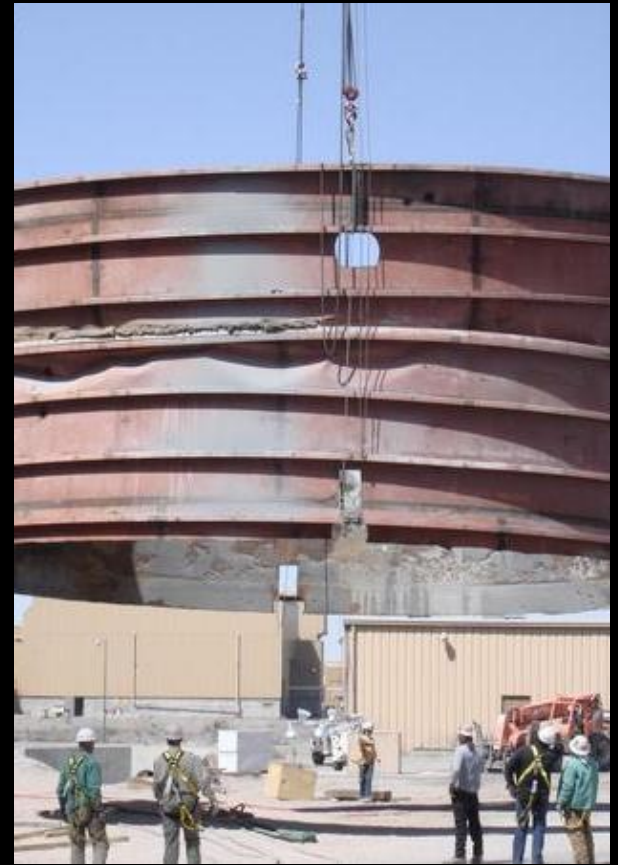
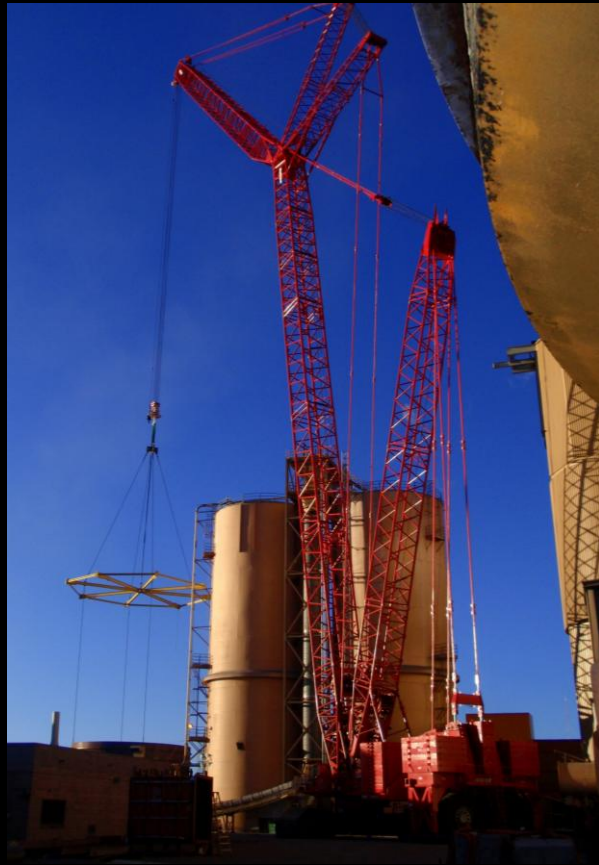




Skills in the Boilermakers field



Successful Local 627 Projects.
San Juan Generation Station Bag House Tie in Outages and retube.



Successful Local 627 Projects.
Springerville Generation Station SDA Replacement

Successful Local 627 Projects.

San Juan Generation Station Selective Catalytic Reduction project and tie in outages.



Boilermakers past skilled projects

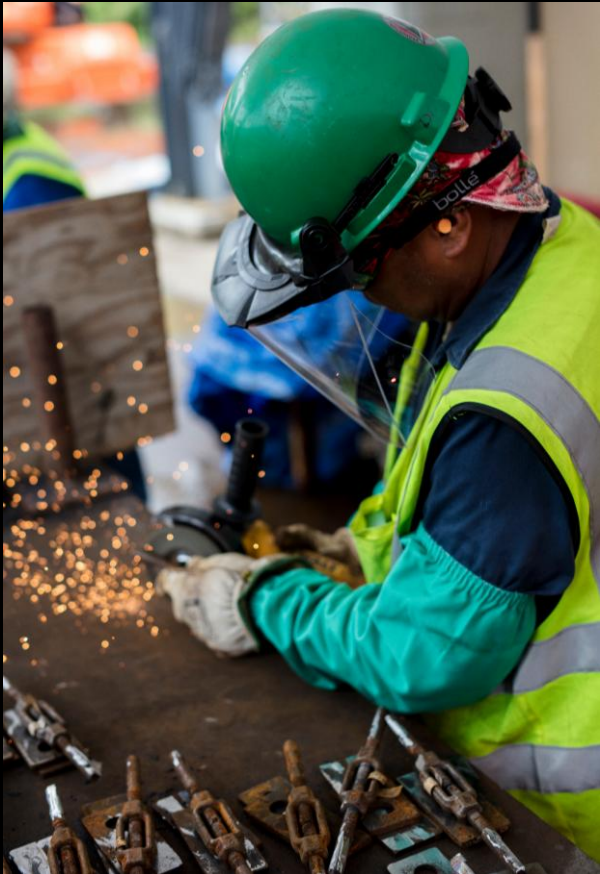


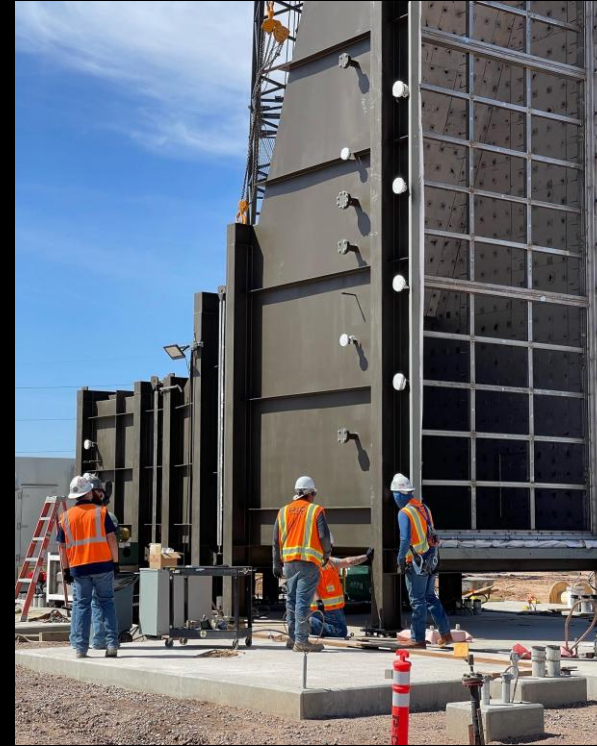
Boilermakers Local 627 Projects. Sand Island Waste Water Treatment plant.



Local 627 Successful Projects.

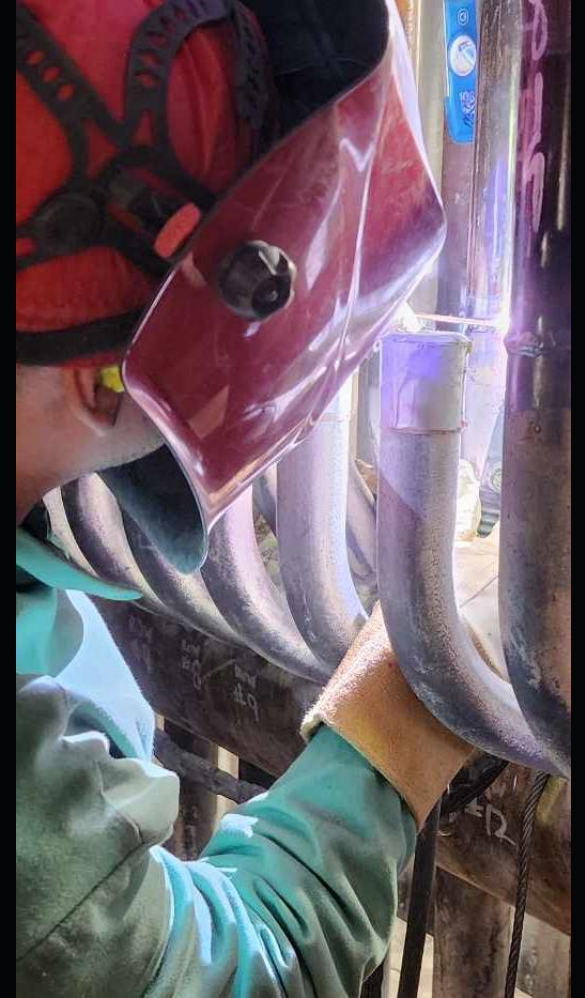
Hu Honua Coal Fired Power Plant Conversion to Bio Mass.





Local 627 Successful Projects GE LM 6000 installations

Boiler Tube Repair





Boilermaker Tank Construction Rigging and Welding





Certified Boilermaker Riggers heavy wall duct work.
Chemical, flue gas exhaust and emission recovery
systems.

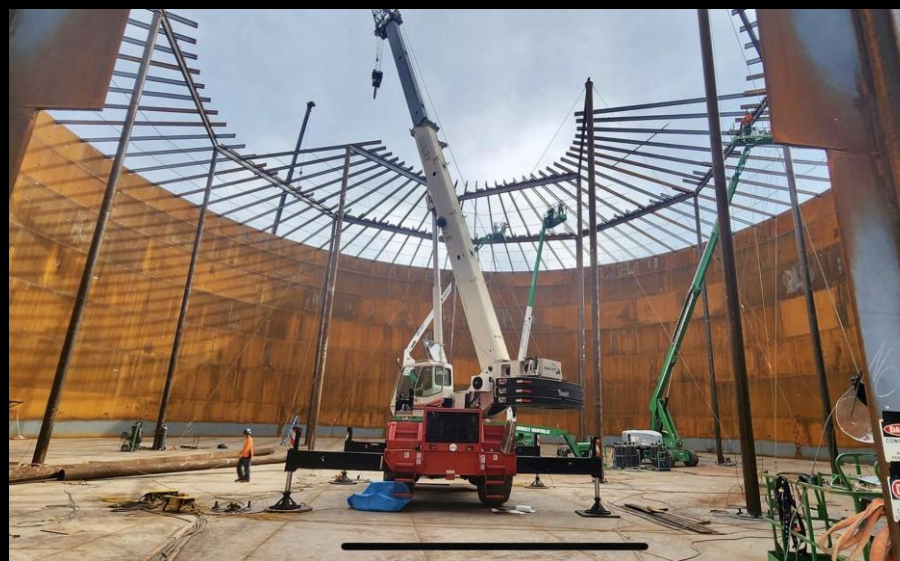




Heavy duct work, expansion joint,
turning vein replacement.



Boilermakers
Tank
Contractors
Plate welders
Riggers



Skilled, trained, and done right the first time.



BOILERMAKERS

Boilermakers627.org LOCAL 627 | ARIZONA

BuildItAZ Grant Round 2.

- Awarded \$107K.
- Hired full time Recruiter/ Instructor May-Sept.
- Attended over 20 career fairs and events.
- Shared Apprenticeship info to over 600 people.
- Attended 2nd chance career event.
- Attended welding focused and Indigenous career events.
- Assisted with three Apprenticeship Trainings.
- Over 50 Apprentices through classes.
- Currently **361** applicants for our Apprenticeship Program.
- Local 627 Invested in \$20K in Digital Marketing.
- www.info.boilermakers627.org



BuildIt AZ Grant Round 3

Use of Funds Budget (Was Not Awarded Grant Round 3)

• Hire full-time Apprenticeship Instructor to cover wages and fringe benefits for 13 months.	\$234,000
• Apprenticeship Work Boot Stipend (120 hours of welding practice to get new boots.)	\$14,000
• Purchase of destructive weld testing equipment hydraulic weld bender.	\$13,000
• Purchase of weld coupon abrasive cutter tube and plate coupons.	\$6,800
• Purchase of Orbital Welder Magna tech D Head.	\$125,000
• Orbital Welding Train the Trainer course.	\$15,000
• Continued Boilermakers Digital Marketing for promotion of skilled Arizona workers.	\$99,600
• Boilermakers' current Digital Marketing investment of to connect with developers for job placement of recruited applicants.	\$20,000.
• Installation of welding fume extraction system at Boilermakers Training Center.	\$100,000
• Local 627 promotional items (Give-a-ways, Billboards, Recruiting items.)	\$54,000
	<hr/>
	Total \$661,400

LOCAL 627

BOILERMAKERS

ARIZONA | NEW MEXICO | HAWAII



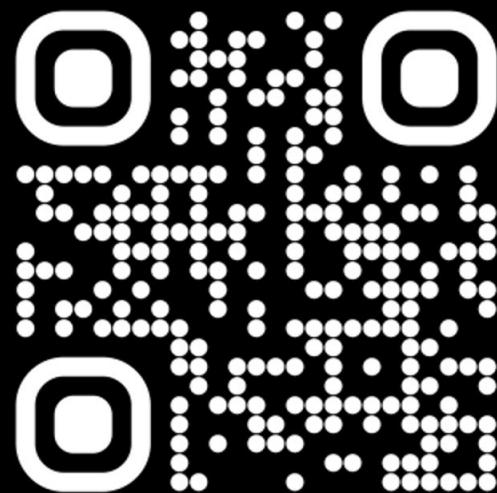
Skilled and Trained workforce

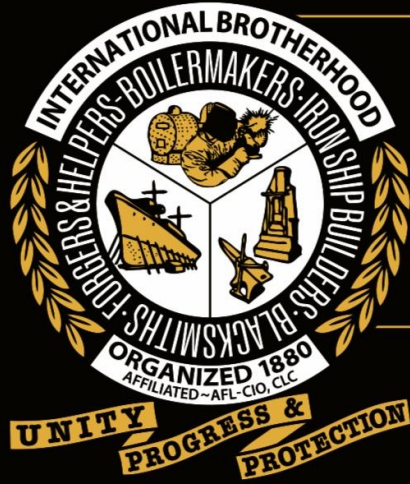
(602) 495-1282

www.Boilermakers627.org

**Join the Boilermakers
Apprenticeship program today.**

- GTAW
- SMAW
- FCAW
- Rigging
- Blueprint Reading
- Burning and Arc Gouging
- Power Industries
- Refineries
- Tank Building
- Critical Minerals
- Carbon Capture
- Hydrogen Production
- Competitive Wages
- Pension
- Annuity
- Health Insurance
- Vacation Pay
- Tuition Free Education





BOILERMAKERS

LOCAL 627 | ARIZONA | NEW MEXICO | HAWAII

Thank You

Jacob Evenson

jacob@boilermakers627.org

480-239-9950



Information/Discussion Only.

Strategic Plan Progress Update



Maricopa County Workforce Development Board

2026 Mid-Year Update

February 2026

Strategic Focus Areas

1 We will continuously assess and address critical workforce needs.

2 We will mobilize collective expertise.

3 We will visualize emerging career pathways.

Goal 1

Determine long- vs. short-term in-demand industry and occupation workforce planning needs.

FY26 Planned Outcomes

1. Workforce Data Collection Plan
2. Process One-Pager
3. Workforce Needs Rubric

Progress Status



Description of what's been done:

Targeted Industries & Occupations Focus Group

- Reviewed and evaluated Maricopa County data & labor market information
- Updated targeted industries
- Identified targeted occupations

AI impact on the workforce has also been discussed

- Two AI professionals were added to the MCWDB
- AI presentations being brought to the MCWDB
- AI training research

What's Next

- AI Summit – networking and researching AI impact on Workforce
- One-page summary of work accomplished

Goal 2

Establish sustainable funding opportunities based on workforce needs and shared funding partnerships

FY26 Planned Outcomes

1. [Funding Tracker](#)
2. Retrospective Workshop

Progress Status



Description of what's been done:

- The Funding Tracker document:
 - serves as a centralized tool to document, categorize, and assess the funding strategy utilized over the past five years
 - highlights both applied-for and awarded funds, as well as technical assistance opportunities that support workforce and apprenticeship initiatives
 - supports data-driven decision-making for future funding strategies

What's Next

- Next steps include analyzing success rates, funding outcomes, and program impact

Goal 3

Scan the environment (regional and state) to identify, leverage, and improve alignment of existing Arizona workforce expertise, economic development opportunities, and title partners.

FY26 Planned Outcomes

1. Gap Analysis Framework

Progress Status



Description of what's been done:

Two new regional workgroups—Manufacturing and Regional Workforce & Economic Development

- At the statewide level, the MCWDB Strategist serves as Vice-Chair to the Arizona Association of Economic Development's statewide Workforce Committee

What's Next

- Manufacturing Workgroup:
 - Mapping existing workforce programs, assets, and resources
 - identify gaps, reduce duplication, and improve alignment across the system
- Regional Workforce & Economic Development Workgroup:
 - Convening regional business services teams
 - Hosting the spring session of the Central Arizona Workforce Forum Series

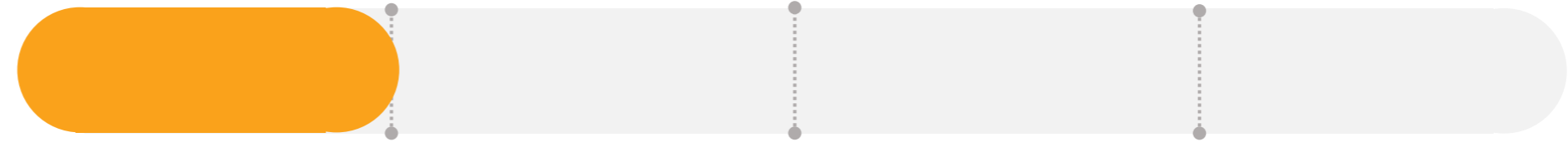
Goal 4

Leverage network to establish consistent industry terminology requirements used by employers, educators, and organizations to align with job seekers' qualifications, certifications, lifestyle expectations, etc.

FY26 Planned Outcomes

1. Terminology Template
2. Listening Session(s)

Progress Status



Started

Description of what's been done:

- Met with SciTech and USAA to discuss their work around common language and creating a terminology template
- Partnering with them to create a template for the MCWDB targeted in-demand industries that can be used to alleviate confusion and duplication

What's Next

- Present and discuss the terminology template to the Advanced Manufacturing/Semiconductor Workgroup
- Future meetings with SciTech and USAA
- Board Review

Goal 5

Recognize each in-demand industry's potential career pathway entry points for current and future job seekers of all levels.

FY26 Planned Outcomes

[Pathway Inventory](#)

Progress Status



Description of what's been done:

- The Targeted Industries & Occupations Focus Group created the Pathway Inventory which consists of potential career pathways and entry points for current and future jobs seekers
- This information was used to review the current Targeted Industries

What's Next

- Board Approval



Information/Discussion Only.
MCWDB Workgroup Updates:
Advanced Manufacturing/Semiconductor
Workgroup



Information/Discussion Only.
MCWDB Workgroup Updates:
Regional Workforce/Economic Development
Workgroup



Information/Discussion Only.
MCWDB Committee Reports:
Executive Committee



Information/Discussion Only.

MCWDB Committee Reports: Youth Committee



Call to Public.



Adjourn.
Next MCWDB Full Board Meeting:
April 16, 2026